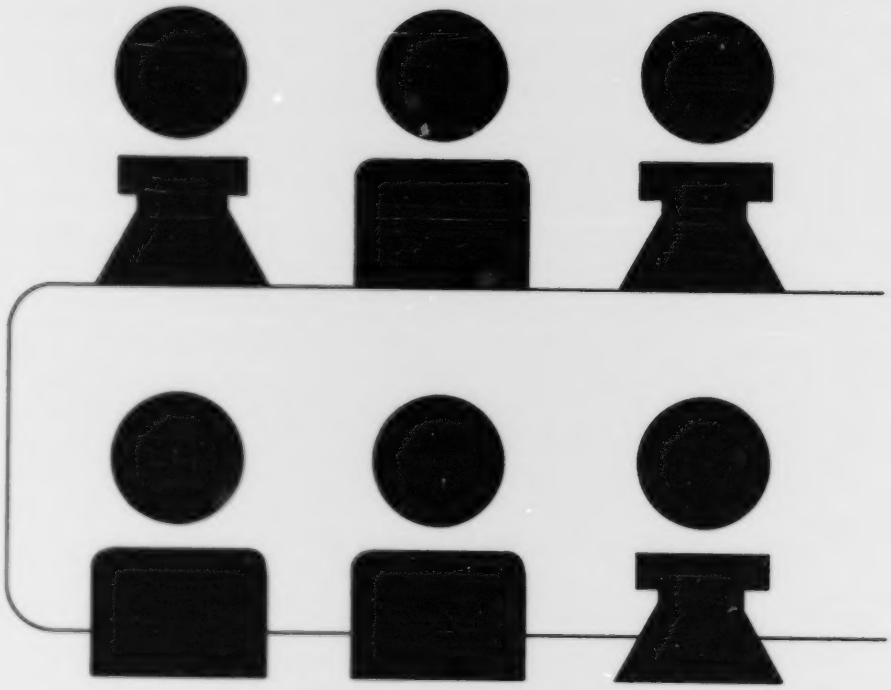
Saskatchewan
Human Resources,
Labour and
Employment

Non-wage Provisions in Saskatchewan Collective Agreements, 1987



Saskatchewan

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Non-wage Provisions in Saskatchewan Collective Agreements 1987

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Foreword

This 15th annual publication provides current information on selected non-wage provisions in collective agreements which fall under provincial jurisdiction. The study is based on agreements filed between September 1986 and September 1987.

Although the analysis primarily attempts to accommodate employer and labour negotiators by providing more informed bargaining criteria, it is also of interest to those concerned with the scope of provincial industrial relations.

We hope that users view this report as timely, complete, consistent, unbiased and authoritative. We therefore welcome suggestions from users in order to provide the most complete and useful information possible.

We appreciate the co-operation of labour and employer representatives in supplying agreements and other information used in the study.

Introduction

This annual publication analyzes selected non-wage provisions in collective agreements in the province which are filed with Saskatchewan Human Resources, Labour and Employment under the terms of **The Trade Union Act**.

The main body of the report is divided into 16 major provision sections. The data tables in each section are preceded by an analysis of highlights and trends for that section.

The data tables in the study present the information in two ways - the number and per cent of agreements containing each provision and the number and per cent of employees covered by the provision analyzed. The employee-based analysis is usually the more accurate indicator of prevailing employment practices and working conditions.

Statistics on average wage settlements in Saskatchewan collective agreements are published monthly in the Department's "Labour Report."

Inclusions and Exclusions

The agreements in this sample study were randomly selected from agreements filed between September 1986 and September 1987. The selected agreements had expiry dates beyond July 31, 1986 and covered at least five full-time employees. Approximately half of the agreements filed during the reference period are included in the sample.

Excluded from the analysis are agreements under federal jurisdiction and teacher agreements which are covered by **The Education Act**.

The following table (Table A) shows that the industry distribution of agreements in the sample is fairly representative of the industry distribution of all agreements in effect at November 1987 (Table B). A list of the agreements included in the sample can be found in Appendix C.

Table A
Industry Distribution of Agreements in the Sample

Industry	Agreements Number	%	Full-time employees Number	%
Agriculture/forestry	-	-	-	-
Mining	7	4.6	1,804	7.9
Manufacturing	49	32.0	3,468	15.1
Construction	1	0.7	177	0.8
Transportation/storage	3	2.0	75	0.3
Communications/utilities	1	0.7	1,293	5.6
Wholesale trade	9	5.9	186	0.8
Retail trade	7	4.6	746	3.2
Finance/insurance/real estate	3	2.0	1,181	5.1
Business service	2	1.3	150	0.7
Government service	19	12.4	1,958	8.5
Educational service	16	10.5	2,784	12.1
Health/social service	25	16.3	8,957	39.0
Accommodation, food, beverage service	5	3.3	131	0.6
Other service	6	3.9	52	0.2
Total	153	100.0	22,962	100.0

Table B
Industry Distribution of All Agreements[1] in Effect at November 1987

Industry	Agreements Number	%	Full-time employees Number	%
Agriculture/forestry	3	0.5	214	0.3
Mining	16	2.6	3,079	5.0
Manufacturing	149	24.7	8,934	14.5
Construction[2]	41	6.8	314	0.5
Transportation/storage	7	1.2	101	0.2
Communications/utilities	7	1.2	6,224	10.1
Wholesale trade	35	5.8	979	1.6
Retail trade	41	6.8	2,225	3.6
Finance/insurance/real estate	11	1.8	1,579	2.6
Business service	6	1.0	273	0.4
Government service	69	11.4	15,540	25.2
Educational service[3]	69	11.4	5,359	8.7
Health/Social service	90	14.9	15,682	25.4
Accommodation, food, beverage service	16	2.6	678	1.1
Other service	44	7.3	438	0.7
Total	604	100.0	61,619	100.0

1 Excludes federal jurisdiction agreements.
2 The number of employees covered for many construction agreements is not available.
3 Excludes teacher agreements.

Limitations

a) The agreements analyzed in the annual studies beginning with 1984 comprise only a sample of all agreements in effect or filed during the time-frame of each study. The smaller sample size in the last four studies may therefore produce trend discrepancies for some provisions. The observed fluctuations may be attributable to the reduced sample size. For example, one or two agreements in the sample covering large numbers of employees would skew the percent distribution of employees in their favour. The trend fluctuations for low-frequency provisions may also be due to the sample.

b) As some clauses are ambiguous or vague, the analysis of an agreement involves a certain degree of judgement and subjectivity. The interpretation the analyst places on the clause may therefore differ from the way in which it is actually applied. This is particularly evident when interpreting provisions for part-time workers. Included for the first time in this year's study are several provisions which deal with part-time workers. The interpretation of provisions as they relate to these workers is currently difficult because agreements are often unclear in this area. We therefore coded the existence or application of these provisions only if specifically mentioned or clearly implied.

c) Agreements do not always contain references to every condition of employment in the workplace. This is particularly evident in the area of health and welfare provisions. Insurance and pension plans often exist without being included or mentioned in the agreements submitted.

d) Agreements occasionally contain provisions which vary during the term of the agreement (eg. length of service for vacation) or vary by type of employee, by occupational classification or by a number of other factors. Some fields contain coding options which indicate these variances. Otherwise, the provision affecting an identifiable majority of employees in the unit is coded.

Five-year Trends for Selected Provisions
Saskatchewan, 1983 - 1987

	PER CENT OF EMPLOYEES				
	1983	1984	1985	1986	1987
Term of agreement:					
- one year	55%	24%	9%	5%	4%
- two years	43	74	71	67	78
- more than 2 years	1	1	15	25	18
Paid holidays:					
eleven or more	87	93	76	78	91
Most popular non-legislated holidays:					
- Boxing Day	99	99	96	97	99
- Easter Monday	44	26	43	27	50
- Floating holiday(s)	38	45	15	16	27
Vacation:					
Four weeks					
- less than 10-year service requirement	51	38	68	51	69
Five weeks	96	96	96	94	94
- less than 20-year service requirement	44	37	70	53	59
Six weeks	88	84	84	76	81
More than six weeks	4	2	14	5	5
COLA clause	71	2	2	5	2
Severance pay	91	79	83	80	92
Technological change clause	59	51	74	70	82
Sick leave:					
- Flat allowance only	65	72	49	24	62
- Insurance plan	28	25	46	74	37
Health and welfare plans:					
- Long-term disability plan (LTD)	53	48	62	80	74
- Dental plan	25	26	48	74	86
- Sickness and accident weekly indemnity	36	26	49	68	48
Employer-paid premiums:[1]					
- Life insurance	81	78	83	72	90
- LTD	18	19	21	55	18
- Sickness and accident weekly indemnity	27	74	11	62	52
- Dental plan	38	80	41	79	72

(continued)

Five-year Trends for Selected Provisions
Saskatchewan, 1983 - 1987 (continued)

	1983	1984	1985	1986	1987
	PER CENT OF EMPLOYEES				
Maternity leave:					
- 18-25 weeks' leave	17	26	39	24	20
- 26 weeks' leave	82	74	61	73	70
Equal pay for equal work	33	42	29	19	12
Sexual harrassment clause	5	41	1	5	13
Affirmative action clause	30	53	19	22	24
Compressed work week	77	84	65	68	77
	PER CENT OF AGREEMENTS				
Average weekly hours of work:[2]					
Non-office - less than 40 hours	35	35	35	26	35
- 40 hours	64	64	65	72	62
Office - less than 40 hours	77	73	76	61	66
- 40 hours	25	24	24	39	33

1 Includes only the agreements mentioning plan premiums.

2 Includes only the agreements reporting hours of work for the specified type of employee.

Section 1

Collective Agreement Information

Highlights and Trends

Term of Agreement (field 0010)

The following table shows the percentage distribution of study agreements in the past five years by term. Notice the gradual increase in longer-term agreements.

Year	Term: One year	Two years	More than two years
		Agreements	
1983	41%	49%	2%
1984	41	53	3
1985	32	54	10
1986	19	59	16
1987	14	63	21
		Full-time Employees	
1983	55%	43%	1%
1984	24	74	1
1985	9	71	15
1986	5	67	25
1987	4	78	18

The following table shows the distribution of agreements by term for all agreements in effect at November 27, 1987.

Term (months)	Agreements No.	Agreements %	Full-time employees No.	Full-time employees %
12 or less	76	12.6	2,738	4.4
13-23	46	7.6	860	1.4
24	338	56.0	44,416	72.1
25 or more	144	23.8	13,605	22.1
Total	604	100.0	61,619	100.0

Size of Bargaining Unit (field 0060)

Half of the agreements in the 1987 study cover fewer than 26 full-time employees and a further 24 per cent cover between 26 and 100 employees; therefore, 75 per cent cover 100 full-time employees or less. Only 10 agreements cover 60 per cent of all full-time employees in the 1987 sample study.

When the distribution of agreements by size of bargaining unit in the sample are compared to the distribution of all agreements in effect at November 1987, as shown in the following table, the margin of discrepancy is minimal. In other words, the sample appears to be representative of the total.

Distribution of All Agreements in Effect at November 1987 by Bargaining Unit Size

Bargaining unit size (full-time employees)	Agreements No.	Agreements %	Full-time Employees No.	Full-time Employees %
0- 25	333	55.1	3,352	5.4
26- 50	76	12.6	2,701	4.4
51-100	55	9.1	3,805	6.1
101-200	47	7.8	6,452	10.5
201-500	28	4.6	8,307	13.5
500 or more	21	3.5	37,002	60.0
not available	44*	7.3	N/A	0.0
Total	604	100.0	61,619	100.0

*Mostly construction agreements.

FIELD 0010 TERM OF AGREEMENT

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
LESS THAN 12 MONTHS	1	.65	7	.03
1 YEAR	21	13.73	965	4.20
MORE THAN 1 YEAR, LESS THAN 2	3	1.96	72	.31
2 YEARS	96	62.75	17844	77.71
MORE THAN 2 YEARS	32	20.92	4074	17.74
T O T A L	153	100.00	22962	100.00

FIELD 0060 SIZE OF BARGAINING UNIT

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
1 - 25 EMPLOYEES	77	50.33	987	4.30
26 - 50 EMPLOYEES	18	11.76	663	2.89
51 - 100 EMPLOYEES	19	12.42	1329	5.79
101 - 200 EMPLOYEES	16	10.46	2143	9.33
201 - 500 EMPLOYEES	13	8.50	4084	17.79
501 - 1000 EMPLOYEES	5	3.27	3728	16.24
1001 - 5000 EMPLOYEES	5	3.27	10028	43.67
MORE THAN 5000 EMPLOYEES	0	.00	0	.00
T O T A L	153	100.00	22962	100.00

Section 2

Management Rights and Union Security

Highlights and Trends

Management Rights (field 0100)

The percentage of employees covered by agreements which mentioned management rights increased to 83 per cent in the 1987 study from 66 per cent in 1986.

Type of Shop (field 0120)

The modified union shop is still the most popular type of shop in Saskatchewan. The percentage of employees in this type of shop decreased slightly to 85 per cent in the 1987 study from 86 per cent in 1986. The percentage of employees in shops with Rand-formula check-off increased to 54 per cent in 1987 from 39 per cent in 1986.

FIELD 0100 MANAGEMENT RIGHTS

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	38	24.84	3865	16.83
MENTIONED, WITHOUT RESIDUAL RIGHTS	80	52.29	12623	54.97
MENTIONED, WITH RESIDUAL RIGHTS	35	22.88	6474	28.19
T O T A L	153	100.00	22962	100.00

FIELD 0120 TYPE OF SHOP

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	2	1.31	37	.16
CLOSED SHOP	3	1.96	101	.44
UNION SHOP	21	13.73	3076	13.40
MODIFIED UNION SHOP				
-WITHOUT RAND FORMULA CHECKOFF	53	34.64	6824	29.72
-WITH RAND FORMULA CHECKOFF	72	47.06	12465	54.29
OTHER	2	1.31	459	2.00
T O T A L	153	100.00	22962	100.00

FIELD 0160 RIGHT TO REFUSE TO CROSS PICKET LINES, HANDLE HOT CARGO

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
NOT MENTIONED	126	82.35	20564	89.56
CROSS PICKET LINES	15	9.80	439	1.91
HOT CARGOES	3	1.96	112	.49
BOTH	9	5.88	1847	8.04
T O T A L	153	100.00	22962	100.00

Section 3

Employee Security

Highlights and Trends

Maximum Retention of Seniority During Layoff (field 1060)

Of those employees covered by agreements which had this provision in the 1987 study, more than half (52%) have a maximum seniority retention period of one year during layoff, an increase from 31 per cent of employees in 1986. Notice the corresponding decrease for retention periods of more than one year.

	Per cent of employees				
Maximum retention period	1983	1984	1985	1986	1987
Less than one year	12%	6%	15%	8%	21%
One year	33	25	50	31	52
More than one year	32	57	12	48	20

Bumping Rights (field 1070)

The percentage of employees covered by agreements which provide for bumping rights for senior employees on layoff increased from 55 per cent in 1985 to 66 per cent in 1986 and 65 per cent in the 1987 study.

Notice of Layoff and Termination (fields 1520, 1540)

More than three-quarters of the employees in the 1987 study (82%) have agreements which have a layoff-notice clause, a slight decrease from 83 per cent in 1986. On the other hand, only 28 per cent of employees in 1987 had a termination-notice clause, a significant decrease from 47 per cent in 1986.

Of the employees covered by agreements which provide for layoff notice in the 1987 study, 22 per cent have notice periods which are less than the legislated requirement. The percentage is even higher for termimation notice where 50 per cent of the employees have a notice clause which does not meet the legislated requirement. There may be several reasons for this. For example, some agreements mention a minimum notice period only. In some newer establishments, there may not be any employees with longer service periods. Some agreements include a clause which states that legislation prevails if any clause in the agreement does not meet minimum standards.

Part-time Provisions

There are four new provisions in this section which pertain to part-time workers. These can be summarized as follows:

- 76 per cent of employees in the study have agreements which mention seniority rights for part-time employees (field 1120);

- 63 per cent have agreements which mention a probationary period for part-time employees and of these, 75 per cent have probationary periods equivalent to full-time employees in hours or days worked (field 1560);

- only 15 per cent have agreements which mention notice of layoff or termination for part-time employees (field 1580);

- 61 per cent have agreements which state that part-time employees are eligible for wage increments (field 1570);

- 47 per cent have agreements which place a restriction on the length of part-time or temporary appointments and 16 per cent have agreements which restrict the employment or use of part-time workers (field 1570); and

- 6 per cent have agreements which provide for automatic reclassification to full-time status after a specified time period working full-time hours (field 1570).

No Discrimination (fields 1700, 1730)

Most employees in the 1987 study (82%) have agreements with a no-discrimination clause, an increase from 62 per cent in 1986.

A. SENIORITY
FIELD 1060 MAXIMUM RETENTION OF SENIORITY DURING LAYOFF

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NOT MENTIONED	34	22.22	1787	7.78
NO MAXIMUM SPECIFIED	2	1.31	40	.17
6 MONTHS OR LESS	17	11.11	4380	19.07
7-11 MONTHS	5	3.27	69	.30
1 YEAR	63	41.18	10911	47.52
13 - 23 MONTHS	7	4.58	657	2.86
2 YEARS	18	11.76	2428	10.57
MORE THAN 2 YEARS	2	1.31	1183	5.15
RELATED TO AMOUNT OF SENIORITY OR LENGTH OF SERVICE	3	1.96	1389	6.05
MENTIONED BUT NOT SPECIFIED	1	.65	69	.30
OTHER	1	.65	49	.21
T O T A L	153	100.00	22962	100.00

FIELD 1070 BUMPING RIGHTS

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	108	70.59	8035	34.99
MENTIONED	45	29.41	14927	65.01
T O T A L	153	100.00	22962	100.00

FIELD 1120 SENIORITY RIGHTS OF PART-TIME EMPLOYEES

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	77	50.33	5603	24.40
MENTIONED	76	49.67	17359	75.60
T O T A L	153	100.00	22962	100.00

B. JOB PROTECTION & RELATED PROVISIONS

FIELD 1500 PROBATIONARY PERIOD FOR NEW EMPLOYEES (CALENDAR DAYS)

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	7	4.58	299	1.30
LESS THAN 60 DAYS	13	8.50	909	3.96
60 DAYS	12	7.84	4719	20.55
61-89 DAYS	12	7.84	1880	8.19
90 DAYS	63	41.18	8069	35.14
91-179 DAYS	9	5.88	1971	8.58
180 DAYS	15	9.80	944	4.11
181-364 DAYS	3	1.96	247	1.08
365 DAYS	11	7.19	2036	8.87
VARIES BY TYPE OF EMPLOYEE OR CIRCUMSTANCES	8	5.23	1888	8.22
OTHER	0	.00	0	.00
T O T A L	153	100.00	22962	100.00

FIELD 1560 PROBATIONARY PERIOD FOR PART-TIME EMPLOYEES

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	100	65.36	8569	37.32
EQUIVALENT TO FULL-TIME EMPLOYEES IN HOURS WORKED	34	22.22	10780	46.95
LESS THAN FULL-TIME EQUIVALENT	8	5.23	680	2.96
MORE THAN FULL-TIME EQUIVALENT	3	1.96	104	.45
OTHER	8	5.23	2829	12.32
T O T A L	153	100.00	22962	100.00

FIELD 1510 TRIAL PERIOD AFTER PROMOTION, TRANSFER, RECLASSIFICATION, ETC. (CALENDAR DAYS)

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NOT MENTIONED	46	30.07	1960	8.54
LESS THAN 60 DAYS	36	23.53	4064	17.70
60 DAYS	19	12.42	8291	36.11
61-89 DAYS	2	1.31	95	.41
90 DAYS	27	17.65	4185	18.23
91-179 DAYS	2	1.31	162	.71
180 DAYS	13	8.50	1735	7.56
181-364 DAYS	0	.00	0	.00
365 DAYS	1	.65	385	1.68
VARIES BY TYPE OF EMPLOYEE OR CIRCUMSTANCES	6	3.92	2041	8.89
OTHER	1	.65	44	.19
T O T A L	153	100.00	22962	100.00

FIELD 1520 NOTICE OF LAYOFF (WORKING DAYS)

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NOT MENTIONED	61	39.87	4226	18.40
LESS THAN LABOUR STANDARDS	30	19.61	4206	18.32
SAME AS LABOUR STANDARDS	39	25.49	2559	11.14
BETTER THAN LABOUR STANDARDS	21	13.73	11579	50.43
OTHER	2	1.31	392	1.71
T O T A L	153	100.00	22962	100.00

FIELD 1540 NOTICE OF TERMINATION (WORKING DAYS)

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NOT MENTIONED	88	57.52	16646	72.49
LESS THAN LABOUR STANDARDS	31	20.26	3316	14.44
SAME AS LABOUR STANDARDS	29	18.95	2323	10.12
BETTER THAN LABOUR STANDARDS	3	1.96	111	.48
OTHER	2	1.31	566	2.46
T O T A L	153	100.00	22962	100.00

FIELD 1580 NOTICE OF LAYOFF OR TERMINATION FOR PART-TIME EMPLOYEES

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	136	88.89	19718	85.87
PROVISION FOR: LAYOFF NOTICE	4	2.61	313	1.36
TERMINATION NOTICE	5	3.27	548	2.39
BOTH	6	3.92	1342	5.84
NOT ENTITLED TO EITHER ONE	2	1.31	1041	4.53
T O T A L	153	100.00	22962	100.00

FIELD 1570 MISCELLANEOUS PART-TIME PROVISIONS

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
1570 ELIGIBLE FOR WAGE INCREMENTS	38	24.84	14029	61.10
1571 RESTRICTION ON LENGTH OF PART-TIME APPOINTMENTS	38	24.84	10755	46.84
1572 RESTRICTION ON EMPLOYMENT/USE OF PART-TIME EMPLOYEES	26	16.99	3741	16.29
1573 AUTOMATIC RECLASSIFICATION TO FULL-TIME/PERMANENT STATUS AFTER SPECIFIED TIME PERIOD	10	6.54	1270	5.53

FIELD 1600 ALTERNATE EMPLOYMENT FOR OLDER OR HANDICAPPED EMPLOYEES

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	98	64.05	12673	55.19
MENTIONED	55	35.95	10289	44.81
T O T A L	153	100.00	22962	100.00

FIELD 1660 JOB PROTECTION

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	75	49.02	13023	56.72
RESTRICTIONS ON CONTRACTING OUT	19	12.42	3100	13.50
RESTRICTIONS ON WORK BY NON-BARGAINING UNIT EMPLOYEES	28	18.30	2414	10.51
BOTH	31	20.26	4425	19.27
T O T A L	153	100.00	22962	100.00

NO DISCRIMINATION:

FIELD 1700 NO DISCRIMINATION CLAUSE

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	34	22.22	4232	18.43
MENTIONED	119	77.78	18730	81.57
T O T A L	153	100.00	22962	100.00

FIELD 1730 BY REASON OF:

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
1730 AGE	54	35.29	13642	59.41
1731 SEX	72	47.06	15384	67.00
1732 RACE/RACIAL ORIGIN	74	48.37	15411	67.12
1733 CREED	67	43.79	10807	47.06
1734 COLOUR	73	47.71	12108	52.73
1735 NATIONAL ORIGIN/PLACE OF ORIGIN/ANCESTRY	57	37.25	10154	44.22
1736 RELIGIOUS AFFILIATION/BELIEFS	68	44.44	15241	66.37
1737 POLITICAL AFFILIATION/BELIEFS	54	35.29	11396	49.63
1738 POLITICAL ACTIVITY	8	5.23	156	.68
1739 SEXUAL ORIENTATION/PREFERENCE	18	11.76	2527	11.01
1740 MARITAL STATUS	49	32.03	13232	57.63
1741 FAMILY RELATIONSHIP	8	5.23	640	2.79
1742 PLACE OF RESIDENCE	21	13.73	5992	26.10
1743 PHYSICAL HANDICAP	13	8.50	3269	14.24
1744 MEMBERSHIP/NON-MEMBERSHIP IN UNION	72	47.06	12869	56.04
1745 UNION ACTIVITY	80	52.29	15930	69.38
1746 "OR ANY OTHER REASON"	6	3.92	126	.55
1748 STATES 'ACCORDING TO HUMAN RIGHTS CODE'	3	1.96	139	.61
1747 OTHER	10	6.54	739	3.22

Section 4

Grievance Procedure

Highlights and Trends

Arbitration (field 2100)

The table below shows a shift back toward a tripartite board in the 1987 study.

	Per cent of employees				
	1983	1984	1985	1986	1987
Single arbitrator	5%	17%	15%	41%	11%
Tripartite board	64	55	42	34	57
Choice of alternatives	13	10	38	6	25

No Strike/No Lockout Clause (field 0180)

The number of employees covered by a no-strike/no-lockout clause decreased from 61 per cent in 1985 to 49 per cent in 1986 and 47 per cent in 1987. Eight agreements prevent work stoppages during negotiations for renewal agreements as well as during the term of the agreement.

FIELD 2100 ARBITRATION

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NOT MENTIONED	2	1.31	43	.19
STATES 'ACCORDING TO LEGISLATION'	16	10.46	1527	6.65
SINGLE ARBITRATOR	20	13.07	2518	10.97
ARBITRATION BOARD (TRIPARTITE)	94	61.44	13005	56.64
CHOICE OF ALTERNATIVES	19	12.42	5834	25.41
MENTIONED BUT NOT SPECIFIED	0	.00	0	.00
OTHER	2	1.31	35	.15
T O T A L	153	100.00	22962	100.00

FIELD 2120 SPECIFIC ARBITRATORS OR CHAIRMAN OF ARBITRATION BOARD

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	130	84.97	20291	88.37
NAMED IN AGREEMENT	18	11.76	2438	10.62
LIST MENTIONED, NAME(S) NOT SPECIFIED	5	3.27	233	1.01
T O T A L	153	100.00	22962	100.00

FIELD 0180 NO-STRIKE/NO LOCK-OUT CLAUSE

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	62	40.52	12279	53.48
DURING TERM OF AGREEMENT	83	54.25	10391	45.25
WHILE NEGOTIATING SUBSEQUENT AGREEMENT	0	.00	0	.00
BOTH	8	5.23	292	1.27
T O T A L	153	100.00	22962	100.00

FIELD 2140 REMOVAL OF ADVERSE REPORTS FROM EMPLOYEE RECORDS (NO RECURRENCE OF INFRACTION)

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	109	71.24	9095	39.61
LESS THAN ONE YEAR	1	.65	150	.65
ONE YEAR	15	9.80	894	3.89
13 TO 23 MONTHS	3	1.96	312	1.36
TWO YEARS	10	6.54	1645	7.16
MORE THAN 2 YEARS	9	5.88	7851	34.19
VARIES DEPENDING ON CIRCUMSTANCES	6	3.92	3015	13.13
OTHER	0	.00	0	.00
T O T A L	153	100.00	22962	100.00

Section 5

Hours of Work

Highlights and Trends

Average Weekly Hours (fields 2540, 2600)

Office employees work less hours per week, on average, than non-office employees. In the table below, only agreements which specified hours of work and had the specific type of employee were included in the calculations.

	Per Cent of Agreements			
	Office		Non-office	
	less than 40 hours	40 hours	less than 40 hours	40 hours
1985	76%	24%	35%	65%
1986	61	39	26	72
1987	66	33	35	62

Compressed Work Week (fields 2640, 2801)

The percentage of employees covered by agreements which provide for compressed work weeks for all or some employees in the bargaining unit increased to 77 per cent in the 1987 study.

	Per cent of employees
1983	77%
1984	84
1985	65
1986	68
1987	77

The most popular types of arrangements are 5-5-4 and 10 or 12-hour shifts (3 or 4-day weeks). For many employees (35%), the earned-day off is scheduled within a specified time period, usually next to days of rest.

Reporting Pay Guarantee (field 5000)

Approximately two-thirds of the employees in 1987 are covered by agreements which provide for a reporting pay guarantee and of these, 35 per cent have a guarantee of three hours and 25 per cent have a guarantee of four hours.

	Per cent of employees		
	Mentioned	3 hours	4 hours
1985	60%	53%	28%
1986	70	31	27
1987	65	35	25

AVERAGE/NORMAL WEEKLY HOURS:
FIELD 2540 NON-OFFICE EMPLOYEES

	AGREEMENTS NO.	%
NOT MENTIONED/SPECIFIED	2	1.31
LESS THAN 36 HOURS	10	6.54
36:00-36:59	5	3.27
37:00-37:59	25	16.34
38:00-38:59	3	1.96
39:00-39:59	5	3.27
40 HOURS	85	55.56
MORE THAN 40 HOURS	5	3.27
NOT APPLICABLE	8	5.23
OTHER	5	3.27
T O T A L	153	100.00

FIELD 2600 OFFICE EMPLOYEES

	AGREEMENTS NO.	%
NOT MENTIONED/SPECIFIED	5	3.27
LESS THAN 36 HOURS	14	9.15
36:00-36:59	10	6.54
37:00-37:59	16	10.46
38:00-38:59	1	.65
39:00-39:59	4	2.61
40 HOURS	23	15.03
MORE THAN 40 HOURS	1	.65
NOT APPLICABLE	76	49.67
OTHER	3	1.96
T O T A L	153	100.00

COMPRESSED WORK WEEK (INCLUDING BANKING):
FIELD 2640 (A) PARTICIPATION

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
COMPRESSED WORK WEEK NOT MENTIONED	96	62.75	5321	23.17
APPLIES TO ALL EMPLOYEES	23	15.03	9682	42.17
APPLIES TO SOME EMPLOYEES	25	16.34	3888	16.93
CANNOT DETERMINE	9	5.88	4071	17.73
OTHER	0	.00	0	.00
T O T A L	153	100.00	22962	100.00

FIELD 2801 (B) TYPE(S) OF COMPRESSED WORK WEEK

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
2801 5-4	9	5.88	2914	12.69
2802 5-5-4	14	9.15	11506	50.11
2803 5-5-5-4	2	1.31	1694	7.38
2804 3 OR 4-DAY WEEK (10 OR 12-HOUR SHIFTS)	35	22.88	10597	46.15
2805 OTHER BANKING SCHEDULE	19	12.42	3021	13.16
2806 SEASONAL ONLY	2	1.31	1701	7.41
2807 DAY OFF IS FRIDAY	6	3.92	493	2.15
2808 DAY OFF IS MONDAY	1	.65	17	.07
2809 DAY OFF IS ANOTHER SPECIFIED/ PREDETERMINED DAY	1	.65	362	1.58
2810 DAY OFF IS SCHEDULED WITHIN SPECIFIED TIME PERIOD	11	7.19	7973	34.72
2811 DAYS OR TIME OFF MAY BE BANKED OR CARRIED OVER	6	3.92	2850	12.41
2812 NO FOUR-DAY WEEKENDS	4	2.61	1348	5.87

FIELD 2680 DAILY PAID REST PERIODS (COFFEE BREAKS)

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	35	22.88	4753	20.70
10 MIN. TWICE A DAY	20	13.07	1077	4.69
12 MIN. TWICE A DAY	2	1.31	177	.77
15 MIN. TWICE A DAY	81	52.94	15765	68.66
20 MIN. TWICE A DAY	3	1.96	151	.66
MENTIONED BUT NOT SPECIFIED	7	4.58	388	1.69
OTHER	5	3.27	651	2.84
TOTAL	153	100.00	22962	100.00

FIELD 2700 REST PERIOD(S) BEFORE OR DURING OVERTIME

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	108	70.59	15593	67.91
MENTIONED	45	29.41	7369	32.09
TOTAL	153	100.00	22962	100.00

FIELD 2710 PAID REST PERIODS FOR PART-TIME EMPLOYEES

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
NOT MENTIONED	122	79.74	13333	58.07
ENTITLED ON THE SAME BASIS AS FULL-TIME EMPLOYEES BASED ON HOURS WORKED	31	20.26	9629	41.93
NOT ENTITLED	0	.00	0	.00
T O T A L	153	100.00	22962	100.00

FIELD 5000 REPORTING PAY GUARANTEE

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
NOT MENTIONED	80	52.29	8045	35.04
2 HOURS	2	1.31	346	1.51
3 HOURS	18	11.76	5383	23.44
4 HOURS	31	20.26	3737	16.27
MORE THAN 4 HOURS	12	7.84	4849	21.12
DEPENDS ON WHETHER EMPLOYEE WORKS	9	5.88	425	1.85
OTHER	1	.65	177	.77
T O T A L	153	100.00	22962	100.00

FIELD 2760 CALL-IN PAY GUARANTEE FOR PART-TIME EMPLOYEES (EXCLUDING STUDENTS)

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
NOT MENTIONED	139	90.85	21547	93.84
LESS THAN 3 HOURS	1	.65	559	2.43
3 HOURS	5	3.27	62	.27
4 HOURS	8	5.23	794	3.46
MORE THAN 4 HOURS	0	.00	0	.00
VARIES DEPENDING ON WHETHER EMPLOYEE WORKS OR OTHER CIRCUMSTANCES	0	.00	0	.00
OTHER	0	.00	0	.00
T O T A L	153	100.00	22962	100.00

Section 6

Overtime Pay

Highlights and Trends

Daily Overtime Rate (field 3000)

Progressive daily overtime rates are still the most popular in the 1987 study. More than half the employees covered get a progressive rate of time and one-half for the first 3 or 4 hours of overtime and double time thereafter.

	Per cent of employees				
	1983	1984	1985	1986	1987
Time and one-half	5%	5%	7%	10%	6%
Double time	31	22	20	40	42
Progressive rate	64	69	60	48	52

Overtime Rates on Days of Rest or Holidays (fields 3040, 3060, 3065)

The majority of employees get double time for overtime on days of rest or holidays.

Call-back Guarantee (field 5020)

Almost all employees in the 1987 sample (91 per cent) are covered by this guarantee. The most popular guarantee is two hours at overtime rates (62 per cent of employees).

FIELD 3000 RATE AFTER NORMAL DAILY HOURS

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
NOT MENTIONED	8	5.23	571	2.49
SINGLE RATES:				
TIME AND ONE-HALF	42	27.45	1201	5.23
TIME AND THREE-QUARTERS	1	.65	18	.08
DOUBLE TIME	26	16.99	7865	34.25
MORE THAN DOUBLE TIME	0	.00	0	.00
PROGRESSIVE RATES:				
TIME AND ONE-HALF INCREASED TO DOUBLE TIME AFTER:				
1 HOUR	0	.00	0	.00
2 HOURS	18	11.76	983	4.28
3 HOURS	26	16.99	4487	19.54
4 HOURS	27	17.65	6462	28.14
MORE THAN 4 HOURS	3	1.96	1046	4.56
INITIAL RATE MORE THAN 1 1/2 FOLLOWED BY A HIGHER RATE	0	.00	0	.00
INITIAL RATE FOLLOWED BY TWO HIGHER PROGRESSIVE RATES	0	.00	0	.00
VARIES BY TYPE OF EMPLOYEE	1	.65	300	1.31
CANNOT DETERMINE	1	.65	29	.13
STATES 'ACCORDING TO LEGISLATION'	0	.00	0	.00
OTHER	0	.00	0	.00
T O T A L	153	100.00	22962	100.00

FIELD 3040 RATE ON SATURDAY OR FIRST DAY OF REST

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
NOT MENTIONED	42	27.45	2370	10.32
SINGLE RATES:				
TIME AND ONE-HALF	30	19.61	1895	8.25
TIME AND THREE-QUARTERS	0	.00	0	.00
DOUBLE TIME	58	37.91	18126	78.94
MORE THAN DOUBLE TIME	0	.00	0	.00
PROGRESSIVE RATES:				
TIME AND ONE-HALF INCREASED TO DOUBLE TIME AFTER:				
1 HOUR	0	.00	0	.00
2 HOURS	4	2.61	100	.44
3 HOURS	6	3.92	69	.30
4 HOURS	6	3.92	210	.91
MORE THAN 4 HOURS	4	2.61	123	.54
INITIAL RATE MORE THAN 1 1/2 FOLLOWED BY A HIGHER RATE	0	.00	0	.00
INITIAL RATE FOLLOWED BY TWO HIGHER PROGRESSIVE RATES	0	.00	0	.00
VARIES BY TYPE OF EMPLOYEE	0	.00	0	.00
CANNOT DETERMINE	1	.65	29	.13
STATES 'ACCORDING TO LEGISLATION'	0	.00	0	.00
OTHER	2	1.31	40	.17
T O T A L	153	100.00	22962	100.00

FIELD 3060 RATE ON SUNDAY OR SECOND DAY OF REST

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NOT MENTIONED	39	25.49	1807	7.87
SINGLE RATES:				
TIME AND ONE-HALF	16	10.46	635	2.77
TIME AND THREE-QUARTERS	1	.65	12	.05
DOUBLE TIME	88	57.52	20248	88.18
MORE THAN DOUBLE TIME	3	1.96	114	.50
PROGRESSIVE RATES:				
TIME AND ONE-HALF INCREASED TO DOUBLE TIME AFTER:				
1 HOUR	0	.00	0	.00
2 HOURS	3	1.96	78	.34
3 HOURS	1	.65	14	.06
4 HOURS	0	.00	0	.00
MORE THAN 4 HOURS	1	.65	25	.11
INITIAL RATE MORE THAN 1 1/2 FOLLOWED BY A HIGHER RATE	0	.00	0	.00
INITIAL RATE FOLLOWED BY TWO HIGHER PROGRESSIVE RATES	0	.00	0	.00
VARIES BY TYPE OF EMPLOYEE	0	.00	0	.00
CANNOT DETERMINE	1	.65	29	.13
STATES 'ACCORDING TO LEGISLATION'	0	.00	0	.00
OTHER	0	.00	0	.00
T O T A L	153	100.00	22962	100.00

FIELD 3065 RATE ON PAID HOLIDAYS (UNSCHEDULED)

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	32	20.92	2847	12.40
SINGLE RATES:				
TIME AND ONE-HALF	51	33.33	2987	13.01
TIME AND THREE-QUARTERS	1	.65	18	.08
DOUBLE TIME	56	36.60	16560	72.12
MORE THAN DOUBLE TIME	4	2.61	130	.57
PROGRESSIVE RATES:				
TIME AND ONE-HALF INCREASED TO DOUBLE TIME AFTER:				
1 HOUR	0	.00	0	.00
2 HOURS	2	1.31	61	.27
3 HOURS	3	1.96	146	.64
4 HOURS	0	.00	0	.00
MORE THAN 4 HOURS	0	.00	0	.00
INITIAL RATE MORE THAN 1 1/2 FOLLOWED BY A HIGHER RATE	0	.00	0	.00
INITIAL RATE FOLLOWED BY TWO HIGHER PROGRESSIVE RATES	0	.00	0	.00
VARIES BY TYPE OF EMPLOYEE	1	.65	17	.07
CANNOT DETERMINE	3	1.96	196	.85
STATES 'ACCORDING TO LEGISLATION'	0	.00	0	.00
OTHER	0	.00	0	.00
T O T A L	153	100.00	22962	100.00

FIELD 3070 NO LAYOFF OR REDUCTION OF HOURS TO COMPENSATE FOR OVERTIME

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	116	75.82	20238	88.14
MENTIONED	37	24.18	2724	11.86
T O T A L	153	100.00	22962	100.00

FIELD 3080 CHOICE OF TIME OFF OR PAY AT APPLICABLE OVERTIME RATES

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	103	67.32	8849	38.54
MENTIONED	50	32.68	14113	61.46
T O T A L	153	100.00	22962	100.00

FIELD 3140 MEAL OR MEAL ALLOWANCE ON OVERTIME, CALLBACK, ETC.

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	104	67.97	16213	70.61
LESS THAN $4	6	3.92	261	1.14
$4 TO $4.99	6	3.92	212	.92
$5 TO $5.99	8	5.23	1037	4.52
$6 TO $6.99	6	3.92	900	3.92
$7 TO $7.99	4	2.61	484	2.11
$8 TO $8.99	0	.00	0	.00
$9.00 OR MORE	2	1.31	117	.51
MEAL PROVIDED, AMOUNT NOT SPECIFIED	17	11.11	3738	16.28
OTHER	0	.00	0	.00
T O T A L	153	100.00	22962	100.00

FIELD 5020 CALL-BACK PAY GUARANTEE

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	42	27.45	2024	8.81
GREATER OF 3 HOURS OR HOURS WORKED AT OVERTIME RATES	4	2.61	402	1.75
GREATER OF 4 HOURS OR HOURS WORKED AT OVERTIME RATES	14	9.15	2760	12.02
2 HOURS	2	1.31	42	.18
3 HOURS	3	1.96	59	.26
4 HOURS	6	3.92	570	2.48
2 HOURS AT OVERTIME RATES	30	19.61	12933	56.32
3 HOURS AT OVERTIME RATES	32	20.92	1577	6.87
4 HOURS AT OVERTIME RATES	11	7.19	1684	7.33
OTHER	9	5.88	911	3.97
T O T A L	153	100.00	22962	100.00

FIELD 3160 TRANSPORTATION/ALLOWANCE

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	121	79.08	11637	50.68
ON CALL-BACK	19	12.42	7200	31.36
FOR CERTAIN SHIFTS/HOURS	9	5.88	785	3.42
BOTH	4	2.61	3340	14.55
T O T A L	153	100.00	22962	100.00

FIELD 3180 OVERTIME PAY FOR PART-TIME EMPLOYEES

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
NOT MENTIONED	123	80.39	9845	42.88
REGULAR OVERTIME RATES APPLY FOR HOURS WORKED IN EXCESS OF:				
-REGULAR DAILY/WEEKLY FULL-TIME HOURS	26	16.99	12533	54.58
-SCHEDULED OR POSTED PART-TIME HOURS	2	1.31	15	.07
OTHER	2	1.31	569	2.48
T O T A L	153	100.00	22962	100.00

Section 7

Premium Pay

Highlights and Trends

Shift Differentials (fields 3500, 3520)

Most employees in the 1987 study (91%) have agreements which provide for a second or third shift differential. In most cases, the differentials are the same for both shifts. The majority of differentials in 1987 are in the 60-69 cent range (34% of employees covered).

FIELD 3500 SECOND SHIFT DIFFERENTIAL

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NOT MENTIONED	57	37.25	2155	9.39
CENTS PER HOUR:				
LESS THAN 20	4	2.61	281	1.22
20-39	22	14.38	2195	9.56
40-49	20	13.07	1679	7.31
50-59	12	7.84	3616	15.75
60-69	15	9.80	7139	31.09
70 OR MORE	8	5.23	3598	15.67
FLAT AMOUNT PER SHIFT	5	3.27	1314	5.72
PERCENT OF REGULAR PAY	3	1.96	102	.44
REDUCED HOURS AT FULL PAY	1	.65	8	.03
COMBINATION OF PREMIUM AND REDUCED HOURS	3	1.96	135	.59
OTHER	3	1.96	740	3.22
T O T A L	153	100.00	22962	100.00

FIELD 3520 THIRD SHIFT DIFFERENTIAL

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	56	36.60	2145	9.34
CENTS PER HOUR:				
LESS THAN 20	2	1.31	183	.80
20-39	21	13.73	2232	9.72
40-49	17	11.11	1487	6.48
50-59	15	9.80	3698	16.10
60-69	14	9.15	6889	30.00
70 OR MORE	12	7.84	4004	17.44
FLAT AMOUNT PER SHIFT	6	3.92	1339	5.83
PERCENT OF REGULAR PAY	3	1.96	102	.44
REDUCED HOURS AT FULL PAY	1	.65	8	.03
COMBINATION OF PREMIUM AND REDUCED HOURS	3	1.96	135	.59
OTHER	3	1.96	740	3.22
T O T A L	153	100.00	22962	100.00

FIELD 3560 HIGHER SERVICE PAY: MINIMUM TIME REQUIREMENT TO QUALIFY

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	37	24.18	1840	8.01
NO MINIMUM SPECIFIED	38	24.84	3172	13.81
LESS THAN ONE DAY	17	11.11	3287	14.31
ONE DAY	24	15.69	8644	37.64
TWO DAYS	1	.65	14	.06
THREE DAYS	9	5.88	2480	10.80
MORE THAN THREE DAYS	12	7.84	1604	6.99
VARIES DEPENDING ON CIRCUMSTANCES	7	4.58	1087	4.73
CANNOT DETERMINE	7	4.58	397	1.73
OTHER	1	.65	437	1.90
T O T A L	153	100.00	22962	100.00

FIELD 3701 MISCELLANEOUS PREMIUMS

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
3701 RESPONSIBILITY PREMIUM (LEAD/CHARGE HAND, ACTING FOREMAN, SUPERVISOR, ETC.)	37	24.18	9369	40.80
3702 STAND-BY, ON-CALL PREMIUM	24	15.69	11994	52.23
3703 HAZARDOUS WORK PREMIUM	13	8.50	3730	16.24
3704 DIRTY WORK PREMIUM	5	3.27	2398	10.44
3705 WEEKEND (SCHEDULED) OR CONSECUTIVE WEEKEND PREMIUM	32	20.92	10803	47.05
3706 PREMIUM FOR SCHEDULED WORK ON PAID HOLIDAYS	22	14.38	10677	46.50
3707 LONG SERVICE PAY/PREMIUM	15	9.80	2174	9.47
3799 OTHER PREMIUM(S)	35	22.88	13857	60.35

Section 8

Statutory/Paid Holidays

Highlights and Trends

Paid Holidays (fields 4000, 4020)

Almost all employees are entitled to more than the nine legislated paid holidays. The percentage of employees entitled to 11 or more days increased from 78 per cent in the 1986 study to 91 per cent in the 1987 study.

	Per cent of employees				
	1983	1984	1985	1986	1987
10 - 10 1/2 days	13%	6%	21%	19%	9%
11 - 11 1/2 days	84	87	72	70	86
12 days or more	3	6	4	8	5

The most popular non-legislated holidays are:

	Per cent of employees				
	1983	1984	1985	1986	1987
Boxing Day	99%	99%	96%	97%	99%
Easter Monday	44	26	43	27	50
Floating Holiday(s)	38	45	15	16	27

FIELD 4000 NUMBER OF PAID HOLIDAYS

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NOT MENTIONED	1	.65	103	.45
9 DAYS	6	3.92	98	.43
9 1/2 DAYS	0	.00	0	.00
10 DAYS	52	33.99	1979	8.62
10 1/2 DAYS	1	.65	11	.05
11 DAYS	72	47.06	19699	85.79
11 1/2 DAYS	0	.00	0	.00
12 DAYS	10	6.54	496	2.16
12 1/2 DAYS	0	.00	0	.00
13 DAYS	9	5.88	563	2.45
13 1/2 DAYS	0	.00	0	.00
14 DAYS	1	.65	7	.03
14 1/2 DAYS	0	.00	0	.00
15 DAYS OR MORE	1	.65	6	.03
OTHER	0	.00	0	.00
T O T A L	153	100.00	22962	100.00

FIELD 4020 NON-LEGISLATED HOLIDAYS

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
BOXING DAY	142	92.81	22681	98.78
NEW YEAR'S EVE -1/2 DAY	8	5.23	172	.75
CHRISTMAS EVE -1/2 DAY	10	6.54	196	.85
-1 DAY	6	3.92	592	2.58
EASTER MONDAY	35	22.88	11505	50.10
MUNICIPAL FAIR DAY/CIVIC HOLIDAY	2	1.31	69	.30
EMPLOYEE'S BIRTHDAY	6	3.92	395	1.72
MID-WINTER HOLIDAY (FEBRUARY)	8	5.23	1179	5.13
FLOATING HOLIDAY, NEGOTIATED BETWEEN UNION/EMPLOYER:				
-1 DAY	19	12.42	3492	15.21
-2 DAYS	0	.00	0	.00
YEAR-END HOLIDAYS-1 DAY	1	.65	8	.03
-4 DAYS	2	1.31	13	.06
HERITAGE DAY	10	6.54	678	2.95
FLOATING/PERSONAL HOLIDAY (EMPLOYEE CHOICE):				
-1 DAY	14	9.15	2285	9.95
-2 DAYS	1	.65	300	1.31
-3 DAYS	1	.65	120	.52
OTHER-1 DAY	8	5.23	1029	4.48
-2 DAYS	1	.65	51	.22

FIELD 4200 HOLIDAY PAY FOR PART-TIME EMPLOYEES

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	113	73.86	8675	37.78
SPECIFIED PERCENTAGE OF EARNINGS IN EACH PAY PERIOD	1	.65	11	.05
STATES "ACCORDING TO LEGISLATION"	4	2.61	205	.89
BASED ON HOURS WORKED:				
-IN PRECEDING, CONTINUOUS, SPECIFIED NUMBER OF WEEKS OF WORK (IE. 2-4 WEEKS)	12	7.84	1810	7.88
-ON SPECIFIED NUMBER OF PRECEDING DAYS WHICH BEAR THE SAME NAME AS THE DAY THE HOLIDAY OCCURS	7	4.58	7739	33.70
THE GREATER OF TWO OR MORE OF THE ABOVE	7	4.58	1372	5.98
OTHER	9	5.88	3150	13.72
T O T A L	153	100.00	22962	100.00

Section 9

Paid Vacation

Highlights and Trends

Service Requirement for Four Weeks' Vacation (field 4520)

The majority of employees in the 1987 study (69%) have agreements which require less than the legislated 10 years of service for four weeks' vacation.

	Less than 10 years' service
	Per cent of employees
1985	68%
1986	51
1987	69

Service Requirement for Five Weeks' Vacation (field 4540)

Almost all employees (94%) have agreements which provide for five weeks' vacation in the 1987 study. Of these, 59 per cent have agreements which require less than the customary 20 years' service for five weeks' vacation.

	Less than 20 years' service
	Per cent of employees
1985	70%
1986	53
1987	59

Service Requirement for Six Weeks' Vacation (field 4560)

Most employees in the 1987 study (81%) have agreements which provide for six weeks' vacation. Of these, 44 per cent require less than the customary 30 years' service to qualify for six weeks' vacation.

	Per cent of employees	
	Mentioned	Less than 30 years' service
1985	84%	40%
1986	76	38
1987	81	44

Seven or Eight Weeks' Vacation (fields 4580 and 4600)

Twelve agreements covering 5 per cent of employees provide for seven weeks' vacation in the 1987 sample. Only one agreement covering nine employees provides for eight weeks' vacation.

Maximum Paid Vacation (field 4620)

More than three-quarters of the employees in the 1987 study have provision for a maximum of six weeks' vacation, an increase from 72 per cent in 1986 and 70 per cent in 1985.

Supplementary Paid Vacation/Vacation Bonus (field 4760)

The percentage of employees covered by agreements which provide for supplementary vacation and/or a vacation bonus increased to 29 per cent in the 1987 study from 14 per cent in 1986 and 20 per cent in 1985.

Displaced or Deferred Vacation by Approved Leave of Absence (field 4770)

The percentage of employees covered by this provision increased to 76 per cent in 1987 from 63 per cent in 1986 and 70 per cent in 1985.

SERVICE REQUIREMENT FOR:
FIELD 4500 (A) THREE WEEKS' VACATION

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NOT MENTIONED	1	.65	11	.05
1 YEAR	135	88.24	22226	96.79
MORE THAN 1 YEAR	0	.00	0	.00
STATES 'ACCORDING TO LEGISLATION'	13	8.50	224	.98
OTHER	4	2.61	501	2.18
T O T A L	153	100.00	22962	100.00

FIELD 4520 (B) FOUR WEEKS' VACATION

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	4	2.61	43	.19
1 - 4 YEARS	13	8.50	3883	16.91
5 YEARS	15	9.80	1450	6.31
6 YEARS	8	5.23	5942	25.88
7 YEARS	4	2.61	112	.49
8 YEARS	26	16.99	2932	12.77
9 YEARS	17	11.11	1582	6.89
10 YEARS	51	33.33	6767	29.47
MORE THAN 10 YEARS	0	.00	0	.00
STATES 'ACCORDING TO LEGISLATION'	14	9.15	234	1.02
OTHER	1	.65	17	.07
T O T A L	153	100.00	22962	100.00

FIELD 4540 (C) FIVE WEEKS' VACATION

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	33	21.57	1416	6.17
LESS THAN 10 YEARS	7	4.58	536	2.33
10-14 YEARS	20	13.07	1322	5.76
15 YEARS	12	7.84	686	2.99
16 YEARS	6	3.92	2082	9.07
17 YEARS	13	8.50	4955	21.58
18 YEARS	11	7.19	1051	4.58
19 YEARS	4	2.61	1888	8.22
20 YEARS	35	22.88	8654	37.69
MORE THAN 20 YEARS	10	6.54	338	1.47
OTHER	2	1.31	34	.15
T O T A L	153	100.00	22962	100.00

FIELD 4560 (D) SIX WEEKS' VACATION

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	88	57.52	4261	18.56
LESS THAN 20 YEARS	15	9.80	1578	6.87
20-24 YEARS	12	7.84	1918	8.35
25 YEARS	11	7.19	3274	14.26
26 YEARS	1	.65	65	.28
27 YEARS	2	1.31	99	.43
28 YEARS	1	.65	80	.35
29 YEARS	5	3.27	1142	4.97
30 YEARS	17	11.11	10439	45.46
MORE THAN 30 YEARS	1	.65	106	.46
OTHER	0	.00	0	.00
T O T A L	153	100.00	22962	100.00

FIELD 4580 (E) SEVEN WEEKS' VACATION

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	141	92.16	21944	95.57
LESS THAN 25 YEARS	9	5.88	817	3.56
25 OR MORE	3	1.96	201	.88
OTHER	0	.00	0	.00
T O T A L	153	100.00	22962	100.00

FIELD 4600 (F) EIGHT WEEKS' VACATION

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	152	99.35	22953	99.96
MENTIONED	1	.65	9	.04
T O T A L	153	100.00	22962	100.00

FIELD 4620 MAXIMUM PAID VACATION

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	2	1.31	123	.54
3 WEEKS	1	.65	7	.03
4 WEEKS	31	20.26	1398	6.09
5 WEEKS	54	35.29	2828	12.32
6 WEEKS	52	33.99	17571	76.52
7 WEEKS	11	7.19	1009	4.39
8 WEEKS	1	.65	9	.04
OTHER	1	.65	17	.07
T O T A L	153	100.00	22962	100.00

FIELD 4640 GRADUATED VACATION ENTITLEMENT

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	140	91.50	21012	91.51
MENTIONED	13	8.50	1950	8.49
T O T A L	153	100.00	22962	100.00

FIELD 4760 SUPPLEMENTARY PAID VACATION/ VACATION BONUS

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	129	84.31	16285	70.92
SUPPLEMENTARY PAID VACATION (DAYS)	9	5.88	4147	18.06
VACATION BONUS (MONEY)	11	7.19	2255	9.82
BOTH	2	1.31	197	.86
CHOICE	2	1.31	78	.34
T O T A L	153	100.00	22962	100.00

FIELD 4770 DISPLACED OR DEFERRED VACATION BY APPROVED LEAVE OF ABSENCE

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	96	62.75	5583	24.31
MENTIONED	57	37.25	17379	75.69
T O T A L	153	100.00	22962	100.00

FIELD 4780 VACATION CARRY-OVER

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	87	56.86	4412	19.21
LIMITED	47	30.72	12684	55.24
UNLIMITED	6	3.92	4294	18.70
NOT ALLOWED	13	8.50	1572	6.85
OTHER	0	.00	0	.00
T O T A L	153	100.00	22962	100.00

FIELD 4790 VACATION LEAVE/PAY FOR PART-TIME EMPLOYEES

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	103	67.32	9481	41.29
VACATION PAY MENTIONED, LEAVE NOT MENTIONED	15	9.80	2206	9.61
VACATION LEAVE AVAILABLE	27	17.65	10157	44.23
VARIES BY TYPE OF PART-TIME EMPLOYEE	5	3.27	472	2.06
STATES "ACCORDING TO LEGISLATION"	2	1.31	628	2.73
OTHER	1	.65	18	.08
T O T A L	153	100.00	22962	100.00

Section 10

Severance Pay

Highlights and Trends

Severance Pay (fields 5130-5180)

The percentage of employees with agreements which provide for severance pay increased to 92 per cent in 1987 from 80 per cent in 1986 and 83 per cent in 1985. Severance pay is almost always available for termination or permanent layoff due to technological change (73% of employees in 1987). In many cases (47% of employees in 1987), there is no minimum length of service to qualify for severance pay. The most popular calculation is one week's pay per year of service (38% of employees in 1987). For many employees (33% in 1987), there is no maximum on the amount paid.

FIELD 5130 (A) AVAILABLE ON:

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
5130 SEVERANCE PAY NOT MENTIONED	59	38.56	1820	7.93
5131 RETIREMENT	27	17.65	6766	29.47
5132 PERMANENT LAYOFF	14	9.15	4722	20.56
5133 TERMINATION OF EMPLOYMENT	24	15.69	5101	22.21
5134 LAYOFF OR TERMINATION DUE TO TECHNOLOGICAL CHANGE	52	33.99	15491	67.46
5139 OTHER	8	5.23	2479	10.80

FIELD 5140 (B) MINIMUM LENGTH OF SERVICE TO QUALIFY

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
NOT MENTIONED	68	44.44	2009	8.75
1 YEAR OR LESS	19	12.42	3079	13.41
2-4 YEARS	7	4.58	359	1.56
5 YEARS	4	2.61	340	1.48
6-9 YEARS	0	.00	0	.00
10 YEARS	13	8.50	2307	10.05
MORE THAN 10 YEARS	1	.65	106	.46
VARIES BY REASON FOR SEVERANCE OR LENGTH OF SERVICE	12	7.84	4660	20.29
NO MINIMUM SPECIFIED	25	16.34	9938	43.28
OTHER	4	2.61	164	.71
T O T A L	153	100.00	22962	100.00

FIELD 5160 (C) CALCULATION

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	68	44.44	2009	8.75
WEEKS OF PAY PER YEAR OF SERVICE:				
LESS THAN 1 WEEK	4	2.61	1365	5.94
1 WEEK	27	17.65	8121	35.37
2 WEEKS	3	1.96	1700	7.40
GRADUATED TO LENGTH OF SERVICE	11	7.19	1604	6.99
PERCENT OF UNUSED SICK-LEAVE CREDIT	18	11.76	3148	13.71
PERCENT OF EARNINGS IN GIVEN PERIOD	0	.00	0	.00
FLAT AMOUNT	3	1.96	111	.48
COMBINATION	13	8.50	4281	18.64
CANNOT DETERMINE	2	1.31	24	.10
OTHER	4	2.61	599	2.61
T O T A L	153	100.00	22962	100.00

FIELD 5180 (D) MAXIMUM AMOUNT

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	68	44.44	2009	8.75
LESS THAN 26 WEEKS	14	9.15	2382	10.37
26 WEEKS	6	3.92	213	.93
MORE THAN 26 WEEKS	4	2.61	861	3.75
PERCENT OF UNUSED SICK-LEAVE CREDITS	18	11.76	3148	13.71
PERCENT OF EARNINGS IN SPECIFIED PERIOD	0	.00	0	.00
FLAT AMOUNT	3	1.96	72	.31
VARIES DEPENDING ON LENGTH OF SERVICE	5	3.27	1096	4.77
COMBINATION	11	7.19	4195	18.27
CANNOT DETERMINE	16	10.46	6985	30.42
OTHER	8	5.23	2001	8.71
T O T A L	153	100.00	22962	100.00

FIELD 5190 SEVERANCE PAY FOR PART-TIME EMPLOYEES

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	136	88.89	16481	71.78
AVAILABLE	9	5.88	5664	24.67
NOT AVAILABLE	8	5.23	817	3.56
T O T A L	153	100.00	22962	100.00

Section 11

Cost-of-Living Adjustments

Highlights and Trends

Cost of Living Adjustment (COLA) (field 5500)

A trend towards fewer COLA clauses in agreements has been evident since 1983.

	Per cent of Agreements	Per cent of Employees
1983	23%	71%
1984	5	2
1985	6	2
1986	4	5
1987	6	2

FIELD 5500 TYPE OF FORMULA

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	144	94.12	22492	97.95
FACTOR (POINT) CHANGE IN C.P.I. TO A CENTS PER HOUR OR MONTHLY INCREASE IN PAY	6	3.92	326	1.42
PERCENTAGE CHANGE IN C.P.I. TO A PERCENTAGE ADJUSTMENT IN PAY	1	.65	23	.10
CANNOT DETERMINE	0	.00	0	.00
OTHER	2	1.31	121	.53
T O T A L	153	100.00	22962	100.00

Section 12

Technological Change

Highlights and Trends

Technological Change (fields 6000-6080)

The percentage of employees covered by technological change provisions in their agreement increased to 82 per cent in the 1987 study from 70 per cent in 1986.

	Per cent of employees
1983	59%
1984	51
1985	74
1986	70
1987	82

The legislated requirement of 90 days is the most common notice provided to the union. Most agreements with these provisions provide for training or retraining, some form of short-term employment or wage guarantees for employees affected by technological change, and labour/management consultation on technological change matters.

FIELD 6000 MINIMUM NOTICE TO UNION OF PENDING TECHNOLOGICAL CHANGE

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	86	56.21	4202	18.30
LESS THAN 90 DAYS	1	.65	7	.03
90 DAYS	34	22.22	10725	46.71
MORE THAN 90 DAYS	3	1.96	327	1.42
STATES 'ACCORDING TO LEGISLATION'	9	5.88	826	3.60
MENTIONED BUT NOT SPECIFIED	20	13.07	6875	29.94
OTHER	0	.00	0	.00
T O T A L	153	100.00	22962	100.00

FIELD 6040 TRAINING, RETRAINING, RELOCATION

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	109	71.24	7699	33.53
TRAINING, RETRAINING	36	23.53	13103	57.06
RELOCATION ASSISTANCE/ALLOWANCE	2	1.31	55	.24
BOTH	6	3.92	2105	9.17
T O T A L	153	100.00	22962	100.00

FIELD 6060 EMPLOYMENT SECURITY

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	126	82.35	12150	52.91
MENTIONED	27	17.65	10812	47.09
T O T A L	153	100.00	22962	100.00

FIELD 6080 LABOUR-MANAGEMENT CONSULTATION

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	121	79.08	9602	41.82
COMMITTEE MENTIONED	10	6.54	2904	12.65
CONSULTATION ONLY MENTIONED	22	14.38	10456	45.54
T O T A L	153	100.00	22962	100.00

Section 13

Health and Welfare Benefits

Highlights and Trends

Annual Sick Leave (field 6540)

As has been the case in recent years, virtually all employees in the 1987 study (98%), have paid sick-leave coverage. Notice the switch back to a flat allowance versus an insurance plan in the following table. The annual flat allowance is generally 15 days. In many cases, employees covered by an insurance plan are also credited with a few days annually to cover the waiting period, usually with no accumulation.

	Per cent of employees	
	Flat allowance only	Insurance plan
1983	65%	28%
1984	72	25
1985	49	46
1986	24	74
1987	62	37

Maximum Accumulation of Unused Sick-Leave Credits (field 6560)

Unlimited accumulation of unused sick-leave credits has been declining in popularity since 1982. This is likely due to the increased incidence of long-term disability plans.

	Per cent of employees
1982	31%
1983	12
1984	2
1985	17
1986	7
1987	11

Conversion of Unused Sick-leave Credits (field 6580)

The percentage of employees covered by agreements which have this provision has been declining annually since 1983.

	Per cent of employees
1983	69%
1984	65
1985	56
1986	30
1987	20

Health and Welfare Plans (fields 6600-6960)

The following table summarizes the percentage of employees covered by agreements which mention the specific health and welfare plans. (In some cases, plans may exist but are not mentioned in agreements.)

	Per cent of employees				
	1983	1984	1985	1986	1987
Extended medical	5%	8%	6%	15%	13%
Life insurance	85	88	75	86	94
Accidental death and disability	11	24	16	51	19
Long-term disability	53	48	62	80	74
Sickness and accident weekly indemnity	36	26	49	68	48
Pension plan	46	40	89	84	79
Dental plan	25	26	48	74	86
Optical/drug plan	5	8	6	5	12

Note the significant decrease for the accidental death and disability and weekly indemnity plans and the continued increase in dental plan coverage.

Life Insurance Plan (field 6640)

Most employees in the 1987 sample have employers who pay the entire premium for this plan. In the following table, only agreements which mention life insurance and the premium contribution are included.

	Per cent of employees
1983	81%
1984	78
1985	83
1986	72
1987	90

Long-term Disability Plan (fields 6720-6780)

Except for 1986, the percentage of employees whose employers pay 100 per cent of the premium remained fairly constant since 1983. Only those agreements which mention this plan and the premium contribution are considered in the following table.

	Per cent of employees	
	Premium shared 50-50	100% employer paid
1983	80%	18%
1984	80	19
1985	79	21
1986	40	55
1987	80	18

The waiting period is usually 17 weeks and the benefit is generally between 51 and 64 per cent of normal salary and payable to normal retirement age.

Sickness and Accident Weekly Indemnity Plan (fields 6800-6840)

The following table shows significant annual fluctuations in the sharing of premiums for this plan. Only agreements which mention the plan and the premium contribution are included.

	Per cent of employees	
	Shared 50-50	100% employer paid
1983	70%	27%
1984	4	74
1985	83	11
1986	8	62
1987	32	52

The duration of benefits is usually 17 weeks.

Pension Plan (field 6860)

The percentage of employees covered by agreements which mention a pension plan has decreased annually from a high of 89 per cent in 1985 to 84 per cent in 1986 and 79 per cent in 1987. The details of the plan, such as the rate of contribution, are not provided in most agreements.

Early Retirement (field 6880)

The percentage of employees covered by agreements which provide for early retirement increased to 33 per cent in 1987 from 17 per cent in 1986 and 8 per cent in 1985.

Mandatory Retirement/Retirement Extensions (field 6910)

The percentage of employees covered by agreements which mention a mandatory retirement age rose significantly to 58 per cent in 1987 from 33 per cent in 1986 and 43 per cent in 1985. However, in most cases, employment extensions are available beyond retirement age.

Dental Plan (field 6920)

The percentage of employees covered by a dental plan has increased annually from a level of 25 per cent in 1983 to 86 per cent in 1987. In most cases, the employer pays the entire premium.

Participation in Health and Welfare Plans for Part-time Employees (fields 7000 - 7009)

Since the agreements analyzed in 1987 are often not clear on this matter, only agreements which specifically state or imply that part-time employees may participate in the various plans are included in the part-time area of the following table. Coverage comparisons for full-time employees are also shown for comparative purposes.

	Per cent of employees	
Plan	Coverage for part-time employees	Coverage for full-time employees
Sick leave	60%	98%
Life insurance	48	94
Accidental death & disability	4	19
Long-term disability	36	74
Weekly indemnity	21	48
Pension plan	37	79
Dental plan	40	86
Extended medical	1	13
Optical plan	1	11
Drug plan	*	8

*Less than .05 per cent.

FIELD 6540 ANNUAL SICK LEAVE

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	14	9.15	391	1.70
LESS THAN 12 DAYS	4	2.61	68	.30
12 DAYS	3	1.96	45	.20
13-14 DAYS	1	.65	50	.22
15 DAYS	34	22.22	9543	41.56
16-23 DAYS	17	11.11	3723	16.21
24 DAYS	5	3.27	255	1.11
MORE THAN 24 DAYS	0	.00	0	.00
VARIES BY LENGTH OF SERVICE	3	1.96	294	1.28
COVERED BY HEALTH INSURANCE PLAN	24	15.69	2287	9.96
FLAT ALLOWANCE PLUS COVERAGE BY INSURANCE PLAN	41	26.80	5979	26.04
MENTIONED BUT NOT SPECIFIED	7	4.58	327	1.42
OTHER	0	.00	0	.00
T O T A L	153	100.00	22962	100.00

FIELD 6550 PROOF OF ILLNESS

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	46	30.07	2850	12.41
MAY BE REQUIRED	90	58.82	16567	72.15
IS REQUIRED	5	3.27	394	1.72
IS REQUIRED AFTER SPECIFIED NUMBER OF DAYS	11	7.19	2911	12.68
OTHER	1	.65	240	1.05
T O T A L	153	100.00	22962	100.00

FIELD 6560 MAXIMUM ACCUMULATION OF UNUSED SICK-LEAVE CREDITS

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	20	13.07	717	3.12
LESS THAN 120 DAYS	14	9.15	254	1.11
120 DAYS	13	8.50	7573	32.98
121 - 179 DAYS	7	4.58	442	1.92
180 - 199 DAYS	7	4.58	318	1.38
200 DAYS OR MORE	11	7.19	1552	6.76
UNLIMITED ACCUMULATION	10	6.54	2452	10.68
ACCUMULATION NOT ALLOWED	1	.65	6	.03
COMPLETE OR PARTIAL COVERAGE BY HEALTH INSURANCE PLAN	65	42.48	8266	36.00
MENTIONED BUT NOT SPECIFIED	4	2.61	1327	5.78
OTHER	1	.65	55	.24
T O T A L	153	100.00	22962	100.00

FIELD 6580 CONVERSION OF UNUSED SICK-LEAVE CREDITS

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	120	78.43	18377	80.03
ANNUAL CONVERSION TO CASH OR DAYS OFF	7	4.58	194	.84
CONVERSION TO CASH OR DAYS OFF ON RETIREMENT, LAYOFF, ETC.:				
-FULL	2	1.31	136	.59
-PARTIAL	23	15.03	3943	17.17
COMBINATION	0	.00	0	.00
OTHER	1	.65	312	1.36
T O T A L	153	100.00	22962	100.00

FIELD 6600 EXTENDED MEDICAL BENEFIT PLANS

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	126	82.35	19896	86.65
MENTIONED	27	17.65	3066	13.35
T O T A L	153	100.00	22962	100.00

FIELD 6640 LIFE INSURANCE PLAN: EMPLOYERS CONTRIBUTION TO PREMIUM

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	48	31.37	1396	6.08
LESS THAN 50%	0	.00	0	.00
50%	24	15.69	1559	6.79
51-99%	5	3.27	152	.66
100%	39	25.49	14861	64.72
MENTIONED BUT NOT SPECIFIED	32	20.92	4542	19.78
OTHER	5	3.27	452	1.97
T O T A L	153	100.00	22962	100.00

FIELD 6680 ACCIDENTAL DEATH AND DISABILITY PLAN: EMPLOYERS CONTRIBUTION TO PREMIUM

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	101	66.01	18510	80.61
LESS THAN 50%	0	.00	0	.00
50%	8	5.23	401	1.75
51-99%	4	2.61	40	.17
100%	18	11.76	1950	8.49
PLAN MENTIONED, DETAILS NOT SPECIFIED	20	13.07	1865	8.12
OTHER	2	1.31	196	.85
T O T A L	153	100.00	22962	100.00

LONG-TERM DISABILITY/ INCOME CONTINUANCE PLAN:

FIELD 6720 (A) EMPLOYERS CONTRIBUTION TO PREMIUM

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
NOT MENTIONED	82	53.59	5869	25.56
LESS THAN 50%	0	.00	0	.00
50%	18	11.76	10044	43.74
51-99%	3	1.96	99	.43
100%	17	11.11	2200	9.58
EMPLOYEE PAID	7	4.58	343	1.49
PLAN MENTIONED, DETAILS NOT SPECIFIED	26	16.99	4407	19.19
OTHER	0	.00	0	.00
T O T A L	153	100.00	22962	100.00

FIELD 6740 (B) WAITING PERIOD

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
NOT MENTIONED	82	53.59	5869	25.56
LESS THAN 17 WEEKS	3	1.96	251	1.09
17 WEEKS	13	8.50	8156	35.52
18-25 WEEKS	0	.00	0	.00
26 WEEKS	5	3.27	173	.75
27-51 WEEKS	3	1.96	896	3.90
52 WEEKS	5	3.27	1335	5.81
MORE THAN 52 WEEKS	1	.65	75	.33
PLAN MENTIONED, DETAILS NOT SPECIFIED	40	26.14	6202	27.01
OTHER	1	.65	5	.02
T O T A L	153	100.00	22962	100.00

FIELD 6780 (C) PERCENT OF WAGE GUARANTEED

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
NOT MENTIONED	82	53.59	5869	25.56
50% OR LESS	4	2.61	336	1.46
51-64%	11	7.19	7863	34.24
65-70%	12	7.84	3197	13.92
MORE THAN 70%	2	1.31	41	.18
PLAN MENTIONED, DETAILS NOT SPECIFIED	36	23.53	4698	20.46
OTHER	6	3.92	958	4.17
T O T A L	153	100.00	22962	100.00

SICKNESS & ACCIDENT WEEKLY INDEMNITY PLAN:

FIELD 6800 (A) EMPLOYERS CONTRIBUTION TO PREMIUM

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
NOT MENTIONED	86	56.21	11945	52.02
LESS THAN 50%	0	.00	0	.00
50%	13	8.50	2354	10.25
51-99%	7	4.58	907	3.95
100%	23	15.03	3785	16.48
PLAN MENTIONED, DETAILS NOT SPECIFIED	19	12.42	3559	15.50
OTHER	5	3.27	412	1.79
T O T A L	153	100.00	22962	100.00

FIELD 6820 (B) MAXIMUM WEEKLY BENEFIT

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
NOT MENTIONED	86	56.21	11945	52.02
LESS THAN $200	0	.00	0	.00
$201-249	1	.65	11	.05
$250-299	2	1.31	282	1.23
$300-349	4	2.61	881	3.84
$350 OR MORE	8	5.23	1754	7.64
VARIES ACCORDING TO LENGTH OF SERVICE	1	.65	11	.05
PERCENT OF REGULAR EARNINGS, NO MAXIMUM SPECIFIED	28	18.30	6438	28.04
PLAN MENTIONED, DETAILS NOT SPECIFIED	20	13.07	1438	6.26
OTHER	3	1.96	202	.88
T O T A L	153	100.00	22962	100.00

FIELD 6840 (C) MAXIMUM DURATION OF BENEFITS

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
NOT MENTIONED	86	56.21	11945	52.02
LESS THAN 17 WEEKS	3	1.96	92	.40
17 WEEKS	12	7.84	5054	22.01
18-25 WEEKS	0	.00	0	.00
26 WEEKS	9	5.88	434	1.89
27-51 WEEKS	3	1.96	896	3.90
52 WEEKS	9	5.88	1561	6.80
MORE THAN 52 WEEKS	2	1.31	136	.59
PLAN MENTIONED, DETAILS NOT SPECIFIED	28	18.30	2839	12.36
OTHER	1	.65	5	.02
T O T A L	153	100.00	22962	100.00

FIELD 6860 EMPLOYER'S CONTRIBUTION TO PENSION PLAN

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	53	34.64	4824	21.01
LESS THAN 50%	0	.00	0	.00
50%	19	12.42	1630	7.10
51-99%	1	.65	65	.28
100%	11	7.19	1132	4.93
FLAT RATE	8	5.23	791	3.44
PLAN MENTIONED, DETAILS NOT SPECIFIED	55	35.95	14277	62.18
OTHER	6	3.92	243	1.06
T O T A L	153	100.00	22962	100.00

FIELD 6880 EARLY RETIREMENT

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	138	90.20	15429	67.19
MENTIONED	15	9.80	7533	32.81
T O T A L	153	100.00	22962	100.00

FIELD 6910 MANDATORY RETIREMENT/EXTENSIONS

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	115	75.16	9601	41.81
MANDATORY-EXTENSIONS MENTIONED	23	15.03	10729	46.73
-EXTENSIONS NOT MENTIONED	15	9.80	2632	11.46
T O T A L	153	100.00	22962	100.00

FIELD 6920 EMPLOYER'S CONTRIBUTION TO DENTAL PLAN PREMIUM

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	76	49.67	3225	14.04
LESS THAN 50%	1	.65	385	1.68
50%	6	3.92	515	2.24
51-99%	5	3.27	1721	7.49
100%	26	16.99	5998	26.12
FLAT RATE	14	9.15	1080	4.70
PLAN MENTIONED, DETAILS NOT SPECIFIED	22	14.38	9517	41.45
OTHER	3	1.96	521	2.27
T O T A L	153	100.00	22962	100.00

FIELD 6960 OPTICAL OR PRESCRIPTION DRUG PLAN

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	130	84.97	20239	88.14
OPTICAL PLAN	13	8.50	978	4.26
PRESCRIPTION DRUG PLAN	3	1.96	122	.53
BOTH	7	4.58	1623	7.07
T O T A L	153	100.00	22962	100.00

PARTICIPATION IN HEALTH AND WELFARE PLANS FOR PART-TIME EMPLOYEES:

FIELD 7000 SICK-LEAVE PLAN

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	101	66.01	7972	34.72
SOME OR ALL PART-TIME EMPLOYEES ARE ELIGIBLE TO PARTICIPATE	39	25.49	13668	59.52
ALL PART-TIME EMPLOYEES INELIGIBLE	13	8.50	1322	5.76
T O T A L	153	100.00	22962	100.00

FIELD 7001 LIFE INSURANCE

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	116	75.82	10639	46.33
SOME OR ALL PART-TIME EMPLOYEES ARE ELIGIBLE TO PARTICIPATE	24	15.69	10987	47.85
ALL PART-TIME EMPLOYEES INELIGIBLE	13	8.50	1336	5.82
T O T A L	153	100.00	22962	100.00

FIELD 7002 ACCIDENTAL DEATH & DISABILITY

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	139	90.85	21508	93.67
SOME OR ALL PART-TIME EMPLOYEES ARE ELIGIBLE TO PARTICIPATE	9	5.88	916	3.99
ALL PART-TIME EMPLOYEES INELIGIBLE	5	3.27	538	2.34
T O T A L	153	100.00	22962	100.00

FIELD 7003 LONG-TERM DISABILITY

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	124	81.05	10908	47.50
SOME OR ALL PART-TIME EMPLOYEES ARE ELIGIBLE TO PARTICIPATE	16	10.46	8337	36.31
ALL PART-TIME EMPLOYEES INELIGIBLE	13	8.50	3717	16.19
T O T A L	153	100.00	22962	100.00

FIELD 7004 WEEKLY INDEMNITY PLAN

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	133	86.93	17139	74.64
SOME OR ALL PART-TIME EMPLOYEES ARE ELIGIBLE TO PARTICIPATE	12	7.84	4920	21.43
ALL PART-TIME EMPLOYEES INELIGIBLE	8	5.23	903	3.93
T O T A L	153	100.00	22962	100.00

FIELD 7005 PENSION PLAN

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	119	77.78	14075	61.30
SOME OR ALL PART-TIME EMPLOYEES ARE ELIGIBLE TO PARTICIPATE	27	17.65	8402	36.59
ALL PART-TIME EMPLOYEES INELIGIBLE	7	4.58	485	2.11
T O T A L	153	100.00	22962	100.00

FIELD 7006 DENTAL PLAN

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	123	80.39	12660	55.13
SOME OR ALL PART-TIME EMPLOYEES ARE ELIGIBLE TO PARTICIPATE	22	14.38	9164	39.91
ALL PART-TIME EMPLOYEES INELIGIBLE	8	5.23	1138	4.96
T O T A L	153	100.00	22962	100.00

FIELD 7007 EXTENDED MEDICAL PLAN

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	146	95.42	21876	95.27
SOME OR ALL PART-TIME EMPLOYEES ARE ELIGIBLE TO PARTICIPATE	3	1.96	277	1.21
ALL PART-TIME EMPLOYEES INELIGIBLE	4	2.61	809	3.52
T O T A L	153	100.00	22962	100.00

FIELD 7008 OPTICAL PLAN

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	147	96.08	21977	95.71
SOME OR ALL PART-TIME EMPLOYEES ARE ELIGIBLE TO PARTICIPATE	3	1.96	187	.81
ALL PART-TIME EMPLOYEES INELIGIBLE	3	1.96	798	3.48
T O T A L	153	100.00	22962	100.00

FIELD 7009 PRESCRIPTION DRUG PLAN

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	150	98.04	22615	98.49
SOME OR ALL PART-TIME EMPLOYEES ARE ELIGIBLE TO PARTICIPATE	1	.65	75	.33
ALL PART-TIME EMPLOYEES INELIGIBLE	2	1.31	272	1.18
T O T A L	153	100.00	22962	100.00

Section 14

Occupational Health and Safety

Highlights and Trends

Health and Safety Clause (fields 7500-7720)

The percentage of employees covered by agreements with a health and safety clause increased to 93 per cent in 1987 from 82 per cent in 1986. The percentage covered by agreements which provide for an occupational health and safety committee increased substantially to 85 per cent in 1987 from 61 per cent in 1986.

VDT Clause (field 7730)

Clauses pertaining to visual display terminals (VDTs) are becoming more detailed and may mention:

- reassignment for pregnant VDT operators;
- frequent rest periods;
- maximum operating time per day;
- leave with pay for annual eye examinations;
- eye examinations prior to working on a VDT;
- extra cost of eye examinations paid by the employer;
- special lenses and glasses paid by employer; and/or
- testing of VDTs on a regular basis.

There are seven agreements in the 1987 sample which have a VDT clause.

Employer Supplements to Workers' Compensation Benefits (field 7840)

The percentage of employees with agreements which provide for these supplements increased to 74 per cent in 1987 from 60 per cent in 1986.

	Per cent of employees
1983	85%
1984	86
1985	75
1986	60
1987	74

The supplement usually yields employees 100 per cent of their normal salary from both sources. In most cases, the maximum duration of the supplement is one year.

FIELD 7500 HEALTH AND SAFETY CLAUSE

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	36	23.53	1606	6.99
MENTIONED	117	76.47	21356	93.01
T O T A L	153	100.00	22962	100.00

FIELD 7520 OCCUPATIONAL HEALTH AND SAFETY COMMITTEE

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	65	42.48	3458	15.06
MENTIONED	88	57.52	19504	84.94
T O T A L	153	100.00	22962	100.00

FIELD 7730 VIDEO-DISPLAY TERMINAL (VDT) CLAUSE

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	146	95.42	19822	86.33
MENTIONED	7	4.58	3140	13.67
T O T A L	153	100.00	22962	100.00

FIELD 7840 EMPLOYER SUPPLEMENTS TO WORKERS' COMPENSATION BENEFITS: MAXIMUM DURATION OF SUPPLEMENT

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	81	52.94	5898	25.69
LESS THAN 26 WEEKS	5	3.27	317	1.38
26 WEEKS	7	4.58	207	.90
27-51 WEEKS	0	.00	0	.00
52 WEEKS	25	16.34	11456	49.89
MORE THAN 52 WEEKS	5	3.27	217	.95
WHOLLY OR PARTLY CHARGED AGAINST SICK-LEAVE CREDITS	7	4.58	2346	10.22
FOR DURATION OF DISABILITY OR COMPENSATION	16	10.46	2360	10.28
MENTIONED BUT NOT SPECIFIED	4	2.61	113	.49
OTHER	3	1.96	48	.21
T O T A L	153	100.00	22962	100.00

FIELD 7930 ANNUAL SAFETY BOOT ALLOWANCE

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	104	67.97	15204	66.21
LESS THAN $50	9	5.88	1191	5.19
$50-59	2	1.31	200	.87
$60-69	6	3.92	1176	5.12
$70-79	11	7.19	1016	4.42
$80 OR MORE	6	3.92	623	2.71
OTHER	15	9.80	3552	15.47
T O T A L	153	100.00	22962	100.00

Section 15

Leave of Absence Provisions

Highlights and Trends

Leaves of Absence (fields 8000-8550)

The percentage of employees who had agreements which provided for the various leaves of absence since 1983 is summarized below:

	Per cent of employees				
	1983	1984	1985	1986	1987
Paid bereavement leave					
- immediate family	98%	48%	98%	75%	98%
- other relatives or non-relatives	39	16	31	21	27
Paid compassionate leave	75	68	35	51	53
Personal leave for good reason (unpaid)	92	95	87	79	97
General union business leave	96	98	97	93	94
- negotiation leave	41	28	26	42	26
Paid jury duty leave	68	57	89	83	94
Education leave	58	51	51	27	49
Adoption leave	65	65	55	57	50
Paternity leave	40	64	51	44	36
Maternity leave	89	91	87	79	88

Paid Bereavement Leave (fields 8000-8010)

Almost all employees (98%) in the 1987 study have access to paid bereavement leave. Three days' paid leave for bereavement or serious illness in the immediate family is the norm. Typically, the amount of paid funeral leave available for other relatives or non-relatives is one day. Approximately one-quarter of employees have access to this leave in the 1987 study.

Leave of Absence for General Union Business (field 8080)

Almost all employees (94% in 1987) have agreements which provide for this leave. General union business usually includes regular union meetings, conferences, conventions, and daily union business, but excludes leave for negotiating agreements (see field 8100), leave for full-time position with the union (field 8090), and grievance-committee leave. In almost all cases, general union business leave is unpaid although occasionally the leave is paid by the employer with reimbursement from the union.

Restrictions on Union Leave (field 8120)

Almost half of the employees in the 1987 sample (46%) have agreements which place restrictions on the amount of union leave available and/or the number of employees eligible for this leave over a specified period of time or at any one time. In most cases, the restriction is related to leave for general union business.

Unpaid Adoption Leave (field 8200)

Of the 50 per cent of employees with agreements in the 1987 sample which mention this leave, 86 per cent are eligible for unpaid leave in excess of the legislated requirement of six weeks, an increase from 71 per cent in 1985 and 75 per cent in 1986. In many agreements, the amount of leave available is equal to maternity leave.

Maternity Leave (fields 8240-8340)

The percentage of employees with agreements which require the legislated service requirement of 12 months decreased substantially from 42 per cent in 1986 to 22 per cent in 1987. In many agreements in 1987 (56% of employees), there is no service requirement. In some agreements (18% of employees), the service requirement is the probationary period.

The amount of maternity leave available is generally 26 weeks. Only 11 per cent of employees in 1987 are restricted to the legislated requirement of 18 weeks.

Per cent of employees

	Maximum duration	
	18 - 25 weeks	26 weeks
1983	17%	82%
1984	26	74
1985	39	61
1986	24	73
1987	20	70

Of the employees in 1987 who have agreements which mention seniority rights during maternity leave, 80 per cent may accumulate seniority while on leave, a significant increase from 48 per cent in 1986. Seven agreements provide for paid or partly paid maternity leave in 1987 (field 8190).

Paid Personal Health-care Leave (field 8420)

Almost half of the employees in the 1987 study (48%) have agreements which provide for this leave. In most cases, the equivalent of two days is available annually. In some cases, this leave is deducted from sick-leave credits.

Other Leaves of Absence (field 8550)

Half of the employees in the 1987 study have agreements which provide for education leave. More than one-third (37%) have access to public-office leave. In some cases, leave is only available to hold public office, not to run for office. Two-thirds of the employees had agreements which provide for other leaves of absence not reported elsewhere. These are mostly for voting, to write exams or leave to apply for citizenship.

FIELD 8000 NORMAL PAID LEAVE ON BEREAVEMENT OR SERIOUS ILLNESS IN IMMEDIATE FAMILY

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
NOT MENTIONED	8	5.23	350	1.52
LESS THAN 3 DAYS	5	3.27	391	1.70
3 DAYS	87	56.86	9709	42.28
4 DAYS	5	3.27	1185	5.16
5 DAYS	21	13.73	1812	7.89
MORE THAN 5 DAYS	1	.65	16	.07
DEPENDS ON RELATIONSHIP OR CIRCUMSTANCES	6	3.92	395	1.72
INDEFINITE OR NOT SPECIFIED	16	10.46	8931	38.89
LEAVE IS UNPAID	2	1.31	60	.26
CANNOT DETERMINE IF PAID/UNPAID	2	1.31	113	.49
OTHER	0	.00	0	.00
T O T A L	153	100.00	22962	100.00

FIELD 8010 PAID BEREAVEMENT/FUNERAL LEAVE FOR OTHER RELATIVES OR NON-RELATIVES

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
NOT MENTIONED	96	62.75	16334	71.13
1/2 DAY	15	9.80	1664	7.25
1 DAY	26	16.99	3156	13.74
MORE THAN 1 DAY	3	1.96	40	.17
INDEFINITE OR DEPENDS ON CIRCUMSTANCES	9	5.88	1001	4.36
CANNOT DETERMINE AMOUNT	1	.65	312	1.36
LEAVE IS UNPAID	3	1.96	455	1.98
CANNOT DETERMINE IF PAID/UNPAID	0	.00	0	.00
OTHER	0	.00	0	.00
T O T A L	153	100.00	22962	100.00

FIELD 8020 PAID COMPASSIONATE LEAVE (OTHER THAN BEREAVEMENT)

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	101	66.01	7449	32.44
DEDUCTED FROM SICK-LEAVE CREDITS	22	14.38	4684	20.40
AVAILABLE, DEDUCTION FROM SICK LEAVE NOT MENTIONED	18	11.76	4196	18.27
DEDUCTION FROM SICK-LEAVE DEPENDS ON CIRCUMSTANCES	6	3.92	3146	13.70
MENTIONED BUT NOT SPECIFIED	2	1.31	66	.29
LEAVE IS UNPAID	4	2.61	3421	14.90
OTHER	0	.00	0	.00
T O T A L	153	100.00	22962	100.00

FIELD 8040 PERSONAL LEAVE OF ABSENCE (UNPAID) ON GOOD REASON

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	27	17.65	799	3.48
MENTIONED	126	82.35	22163	96.52
T O T A L	153	100.00	22962	100.00

FIELD 8080 LEAVE OF ABSENCE FOR GENERAL UNION BUSINESS

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	28	18.30	1274	5.55
PAID BY EMPLOYER	6	3.92	572	2.49
PAID, UNION REIMBURSEMENT	20	13.07	9868	42.98
UNPAID	91	59.48	9144	39.82
CANNOT DETERMINE	6	3.92	362	1.58
OTHER	2	1.31	1742	7.59
T O T A L	153	100.00	22962	100.00

FIELD 8090 LEAVE OF ABSENCE FOR FULL-TIME POSITION WITH UNION (UNPAID)

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	72	47.06	6016	26.20
MENTIONED	81	52.94	16946	73.80
T O T A L	153	100.00	22962	100.00

FIELD 8100 LEAVE OF ABSENCE FOR NEGOTIATIONS

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	98	64.05	16961	73.87
PAID BY EMPLOYER	48	31.37	5428	23.64
PAID, UNION REIMBURSEMENT	0	.00	0	.00
UNPAID	1	.65	56	.24
CANNOT DETERMINE	2	1.31	61	.27
OTHER	4	2.61	456	1.99
T O T A L	153	100.00	22962	100.00

FIELD 8120 RESTRICTION ON AMOUNT OF UNION LEAVE &/OR NUMBER OF EMPLOYEES

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	71	46.41	12329	53.69
FOR GENERAL UNION BUSINESS	48	31.37	5839	25.43
FOR NEGOTIATIONS	12	7.84	919	4.00
BOTH	22	14.38	3875	16.88
T O T A L	153	100.00	22962	100.00

FIELD 8190 PAID PARENTAL/MARRIAGE LEAVE

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
8190 MATERNITY (INCL. PARTLY PAID)	7	4.58	787	3.43
8191 ADOPTION	7	4.58	510	2.22
8192 PATERNITY	16	10.46	2617	11.40
8193 MARRIAGE	5	3.27	418	1.82

FIELD 8200 ADOPTION LEAVE (UNPAID)

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	101	66.01	11449	49.86
LESS THAN 6 WEEKS	0	.00	0	.00
6 WEEKS (LEGISLATION)	18	11.76	1727	7.52
7 WEEKS TO 3 MONTHS	13	8.50	3635	15.83
MORE THAN 3 MOS.,LESS THAN 6 MOS.	7	4.58	660	2.87
6 MONTHS	11	7.19	5471	23.83
MORE THAN 6 MONTHS	3	1.96	20	.09
OTHER	0	.00	0	.00
T O T A L	153	100.00	22962	100.00

FIELD 8220 PATERNITY LEAVE (UNPAID)

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	113	73.86	14726	64.13
LESS THAN 6 WEEKS	1	.65	17	.07
6 WEEKS (LEGISLATION)	30	19.61	7870	34.27
7 WEEKS TO 3 MONTHS	2	1.31	41	.18
MORE THAN 3 MOS.,LESS THAN 6 MOS.	1	.65	168	.73
6 MONTHS	1	.65	110	.48
OTHER	5	3.27	30	.13
T O T A L	153	100.00	22962	100.00

MATERNITY LEAVE (UNPAID):
FIELD 8240 (A) SERVICE REQUIRMENT

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	55	35.95	2794	12.17
LESS THAN 6 MONTHS	1	.65	69	.30
6 MONTHS	4	2.61	336	1.46
7-11 MONTHS	6	3.92	315	1.37
12 MONTHS	19	12.42	2094	9.12
MORE THAN 12 MONTHS	0	.00	0	.00
PROBATIONARY PERIOD	10	6.54	3678	16.02
STATES 'ACCORDING TO LABOUR STANDARDS'	23	15.03	2289	9.97
NO MINIMUM SPECIFIED	34	22.22	11336	49.37
OTHER	1	.65	51	.22
T O T A L	153	100.00	22962	100.00

FIELD 8260 (B) NORMAL AMOUNT OF LEAVE

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	56	36.60	2805	12.22
LESS THAN 18 WEEKS	1	.65	17	.07
18 WEEKS	18	11.76	2297	10.00
19-25 WEEKS	11	7.19	1807	7.87
26 WEEKS	38	24.84	14291	62.24
27-51 WEEKS	2	1.31	31	.14
52 WEEKS	6	3.92	492	2.14
MORE THAN 52 WEEKS	0	.00	0	.00
STATES 'ACCORDING TO LABOUR STANDARDS'	17	11.11	966	4.21
MENTIONED BUT NOT SPECIFIED	4	2.61	256	1.11
OTHER	0	.00	0	.00
T O T A L	153	100.00	22962	100.00

FIELD 8340 (C) SENIORITY DURING LEAVE

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	57	37.25	2931	12.76
SENIORITY RETAINED	24	15.69	1262	5.50
SENIORITY ACCUMULATED	36	23.53	14483	63.07
SENIORITY ACCUMULATED UP TO A CERTAIN PERIOD THEN RETAINED	4	2.61	519	2.26
STATES 'ACCORDING TO LABOUR STANDARDS'	19	12.42	2027	8.83
MENTIONED BUT NOT SPECIFIED	13	8.50	1740	7.58
OTHER	0	.00	0	.00
T O T A L	153	100.00	22962	100.00

FIELD 8400 PAID WITNESS/JURY DUTY LEAVE

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	29	18.95	1336	5.82
MENTIONED	123	80.39	21507	93.66
T O T A L	153	100.00	22962	100.00

FIELD 8420 PAID PERSONAL HEALTH-CARE LEAVE

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	115	75.16	12029	52.39
MAXIMUM HOURS ANNUALLY:				
LESS THAN 8 HOURS	2	1.31	301	1.31
8-12 HOURS	4	2.61	192	.84
13-15 HOURS	1	.65	11	.05
16 HOURS	7	4.58	7030	30.62
MORE THAN 16 HOURS	11	7.19	2121	9.24
MAXIMUM NOT SPECIFIED	13	8.50	1278	5.57
OTHER	0	.00	0	.00
T O T A L	153	100.00	22962	100.00

FIELD 8550 OTHER LEAVES OF ABSENCE

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
8550 EDUCATION LEAVE	52	33.99	11282	49.13
8551 PUBLIC OFFICE LEAVE (RUN FOR OR HOLD)	45	29.41	8399	36.58
8552 COURT APPEARANCE/ INCARCERATION	8	5.23	2102	9.15
8559 OTHER LEAVES NOT REPORTED ELSEWHERE	42	27.45	15340	66.81

Section 16

Miscellaneous Provisions

Highlights and Trends

Equal Pay, Affirmative Action, Sexual Harrassment, Job Sharing (field 9410)

The trend discrepancies in the following table for these low-frequency provisions may be due to the sample size. For example, an agreement covering a large number of employees would skew the percentage distribution in their favour.

	Per cent of employees				
	1983	1984	1985	1986	1987
Equal pay for equal work	33%	42%	29%	19%	12%
Sexual harassment clause	5	41	1	5	13
Affirmative action clause	30	53	19	22	24

There were nine agreements covering 139 employees in the 1987 sample which provide for equal pay for equal worth or work of equal value. Six agreements covering 26 per cent of employees include a provision for job-sharing.

Proration of Benefits for Part-time Employees (field 9460)

Many agreements are unclear regarding the proration of benefits for part-time employees. It is often difficult to determine how many or which benefits are prorated. In addition, provisions may vary depending on type of part-time employee.

In the 1987 study, 34 per cent of employees who have agreements which mention part-time employees have agreements which provide for proration of all benefits; 27 per cent have agreements which provide for proration of at least some benefits; 27 per cent have agreements where proration could not be determined; and 11 per cent have agreements where proration of benefits clearly varies by type of part-time employee.

FIELD 9220 CLOTHING AND/OR UNIFORMS

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	59	38.56	6820	29.70
SUPPLIED AT: NO COST TO EMPLOYEE	71	46.41	13836	60.26
SOME COST TO EMPLOYEE	10	6.54	591	2.57
MONETARY ALLOWANCE	2	1.31	70	.30
SUPPLIED AND MONETARY ALLOWANCE	11	7.19	1645	7.16
MENTIONED, COST SHARING CANNOT BE DETERMINED	0	.00	0	.00
OTHER	0	.00	0	.00
T O T A L	153	100.00	22962	100.00

FIELD 9240 DRYCLEANING/LAUNDERING

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	98	64.05	13865	60.38
NO COST TO EMPLOYEE	39	25.49	7315	31.86
SOME COST TO THE EMPLOYEE	8	5.23	1111	4.84
TOTAL COST TO EMPLOYEE	3	1.96	283	1.23
FLAT ALLOWANCE	0	.00	0	.00
MENTIONED BUT NOT SPECIFIED	2	1.31	285	1.24
OTHER	3	1.96	103	.45
T O T A L	153	100.00	22962	100.00

FIELD 9300 SUBSISTENCE ALLOWANCE

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	122	79.74	13974	60.86
MEALS	4	2.61	536	2.33
LODGING	0	.00	0	.00
BOTH MEALS AND LODGING	11	7.19	4593	20.00
MEALS, LODGING AND INCIDENTAL EXPENSES	6	3.92	1817	7.91
MENTIONED BUT NOT SPECIFIED	6	3.92	1735	7.56
OTHER	4	2.61	307	1.34
T O T A L	153	100.00	22962	100.00

FIELD 9360 TRAVEL/MILEAGE ALLOWANCE (PRIVATE VEHICLE)

		AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED		108	70.59	13049	56.83
CENTS PER MILE:	CENTS PER KM:				
LESS THAN 20	LESS THAN 9.4	0	.00	0	.00
20-24	9.4-15.5	2	1.31	251	1.09
25-29	15.6-18.6	3	1.96	3563	15.52
30-34	18.7-21.7	14	9.15	1986	8.65
35-39	21.8-24.9	2	1.31	17	.07
40 OR OVER	25 OR OVER	1	.65	46	.20
FLAT AMOUNT		5	3.27	1632	7.11
COMBINATION		6	3.92	612	2.67
MENTIONED BUT NOT SPECIFIED		4	2.61	1481	6.45
GOVT'T RATE PAID		7	4.58	274	1.19
OTHER		1	.65	51	.22
T O T A L		153	100.00	22962	100.00

FIELD 9380 OTHER ALLOWANCES

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	111	72.55	10703	46.61
TOOLS/ALLOWANCE	38	24.84	8732	38.03
NORTHERN (ISOLATION) ALLOWANCE	2	1.31	3468	15.10
TRAVEL ALLOWANCE, COMPANY VEHICLE	1	.65	13	.06
1&2	0	.00	0	.00
1&3	1	.65	46	.20
2&3	0	.00	0	.00
1,2&3	0	.00	0	.00
T O T A L	153	100.00	22962	100.00

FIELD 9410 EQUAL PAY, AFFIRMATIVE ACTION, SEXUAL HARASSMENT, JOB SHARING

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
9410 EQUAL PAY FOR EQUAL/ SIMILAR WORK	22	14.38	2764	12.04
9411 EQUAL PAY FOR EQUAL WORTH OR WORK OF EQUAL VALUE	9	5.88	139	.61
9412 AFFIRMATIVE ACTION	10	6.54	5510	24.00
9413 SEXUAL HARASSMENT CLAUSE	9	5.88	3064	13.34
9414 JOB SHARING	6	3.92	5936	25.85

FIELD 9440 UNION/MANAGEMENT COMMITTEE

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	120	78.43	10533	45.87
MENTIONED	33	21.57	12429	54.13
T O T A L	153	100.00	22962	100.00

FIELD 9460 PRORATION OF BENEFITS FOR PART-TIME EMPLOYEES

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	25	16.34	927	4.04
PART-TIME EXCLUDED FROM SCOPE	1	.65	44	.19
PRORATION OF: ALL BENEFITS	23	15.03	7465	32.51
SOME BENEFITS	52	33.99	6054	26.37
CANNOT DETERMINE	48	31.37	5926	25.81
VARIES BY TYPE OF PART-TIME EMPLOYEE	4	2.61	2546	11.09
T O T A L	153	100.00	22962	100.00

FIELD 9500 TYPE OF PART-TIME EMPLOYEES COVERED BY AGREEMENT

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
9500 PART-TIME	72	47.06	10455	45.53
9501 PERMANENT PART-TIME	11	7.19	1001	4.36
9502 REGULAR PART-TIME	17	11.11	6674	29.07
9503 LESS THAN/OTHER THAN FULL-TIME	8	5.23	4630	20.16
9504 CASUAL/OCCASIONAL	42	27.45	11882	51.75
9505 TEMPORARY	51	33.33	6499	28.30
9506 SEASONAL	16	10.46	3765	16.40
9507 RELIEF	15	9.80	2894	12.60
9508 STUDENTS	24	15.69	6587	28.69
9509 NON-PERMANENT	2	1.31	610	2.66
9519 OTHER	13	8.50	3985	17.35

Appendix A

Definitions by Provision Field Number

Field

0100 Management rights clause: Sets forth the rights reserved to the employer. These rights may be stated in broad general terms or they may be listed specifically. Residual rights clauses provide that rights not specifically limited by the agreement are reserved to the employer provided they do not conflict with the provisions of the agreement.

0120 Type of shop: In a closed shop, the employer is obliged to hire and employ only union members. In a union shop, all bargaining-unit employees must become union members within a specified time period. In a modified union shop, all existing union members must continue to maintain membership and all new employees must become union members within a specified time period. Employees who were not union members when the first agreement came into force are not required to join the union; however, these employees must pay union dues if Rand-Formula checkoff exists in the shop.

0160 Hot cargoes: Material shipped from a plant on strike.

1060 Maximum retention of seniority during layoff: The maximum length of time on layoff before an employee loses seniority and recall rights.

1070 Bumping rights: On layoff, senior employees may have the right to displace (bump) junior employees if they are able and qualified to do the work.

1120 Seniority rights of part-time employees: This provision includes any mention in the agreement of the seniority rights of part-time employees. This may include seniority lists for part-time employees; their seniority rights in relation to those of full-time employees; their seniority rights on layoff or recall; their vacancy bidding rights; the application of seniority for call-in or the scheduling of hours of work, etc.

1520,1540, 1580 Layoff or termination notice: The minimum required notice or pay in lieu under The Labour Standards Act is one week after three months' continuous employment. The amount of notice or pay in lieu then varies according to length of service from two weeks after one year of service to eight weeks for 10 years or more.

Field

1570 Miscellaneous part-time provisions: some part-time employees may be eligible for regular wage increments based on hours or days worked. Agreements may place a restriction on the length of part-time appointments, particularly in the case of temporary appointments. In most cases, the union and employer review these appointments at the end of the term. Agreements may restrict the employment or use of part-time employees. These restrictions generally relate to the job security of full-time or permanent employees. Some part-time employees are automatically reclassified to full-time or permanent status if they work full-time hours for a specified, continuous time period.

1600 Alternate employment: The employer agrees to provide suitable alternate employment for workers who are unable to perform their normal duties due to advancing age, illness or handicap. In most cases, these employees cannot displace an employee with more seniority.

1660 Job protection: Agreements may restrict the contracting out of bargaining unit work, particularly if it affects the job security of existing employees. In some agreements, non-bargaining unit employees, including supervisors and managers, are not permitted to do the work of bargaining-unit employees except under certain circumstances such as training or specified emergency situations.

2100 Arbitration: The parties to a dispute agree to be bound by the decision of a third party which may be a single arbitrator or a board.

2140 Adverse reports: Some agreements provide for the removal of adverse reports from an employee's personal file after a specified time period provided there is no recurrence of the infraction. The time period may vary depending on the type of infraction.

2640, 2801 Compressed work-week: Employees may be permitted to work additional time each day according to a set schedule and the additional time is "banked" to allow for earned-time off on a specified day or during a specified time period. For example, employees may work additional time for nine days in order to earn the 10th day off, generally a Friday (5-4). Some employees work 10 hours for four consecutive days to get a three-day weekend every week. In most cases, the earned-time off is scheduled next to the employee's days of rest. Some agreements provide for the rescheduling of an earned-day off if the original schedule results in a four-day weekend (i.e., in the case of a weekend with a paid holiday).

3000-3065 Overtime pay: According to The Labour Standards Act, the minimum overtime rate payable for work in excess of eight hours per day or 40 hours per week is time and one-half with some exceptions.

Field

3070 No layoff or reduction of hours to compensate for overtime: The employer is not permitted to reschedule the hours of work or layoff an employee in order to avoid payment for overtime already worked by the employee.

3080 Choice of time off or pay for overtime: Employees have a choice of taking time off at overtime rates or overtime pay. For example, if the rate is double time, the employees get double time off or double pay, at their option.

3160 Transportation/allowance: Some agreements provide transportation or an allowance for employees who are called back to work overtime. Some agreements provide transportation for female employees who work late shifts or hours.

3500,3520 Shift differential: Additional compensation for working undesirable or inconvenient work schedules. The second shift is generally the evening shift and the third shift the "midnight" shift.

3560 Higher service pay: Compensation for temporarily doing the work of a higher paid position.

3701 Miscellaneous premiums: The weekend or consecutive weekend premium includes premium pay for Saturday or Sunday work and premium pay for working more than a specified number of consecutive weekends (i.e., hospitals, nursing homes). "Other premiums" include safety premiums such as first-aid or fire-crew premiums; instructor or trainer premiums; and premiums for special qualifications such as a trade certificate or certain education degrees or certificates.

4020 Non-legislated holidays: The nine legislated holidays are New Year's Day, Good Friday, Victoria Day, Canada Day, Saskatchewan Day, Labour Day, Thanksgiving Day, Remembrance Day and Christmas Day.

4500-4600 Vacation: According to The Labour Standards Act, all employees with at least one year of service are entitled to three weeks' vacation or pay (3/52). After 10 years' service they are eligible for four weeks' vacation or pay (4/52).

4640 Graduated vacation entitlement: Employees may be entitled to one extra day of vacation every year or two rather than waiting a full five or ten years to qualify for additional vacation.

4760 Supplementary vacation/bonus: Refers to additional vacation days for certain specified reasons and vacation bonuses or vacation pay which exceeds the minimum two per cent per week. Employees may get supplementary vacation for long service, for vacation taken in the off-season or additional pre-retirement vacation.

Field

4770 Displaced or deferred vacation: If employees qualify for sick leave, bereavement or any other approved leave of absence during their period of vacation, the displaced vacation days are rescheduled.

4780 Vacation carryover: Employees are often permitted to carryover all or part of their vacation entitlement to the next vacation year. In some agreements, carryover is allowed only every three or four years. In many cases, the portion of vacation carried over cannot interfere with the vacation rights of other employees.

5000 Reporting pay: Minimum pay guaranteed to a worker who reports for work as scheduled and finds no work available or less work than can be done in the specified guaranteed period.

5020 Call-back guarantee: Minimum number of hours guaranteed to workers who are called back or called out to work outside of regular scheduled hours.

5120-5190 Severance pay: A payment made upon permanent separation of the employee as a result of retirement, termination or permanent layoff. Payment is usually based on years of service or unused sick-leave credits.

5500 Cost-of-living allowance (COLA): Refers to payments to employees which are intended to reflect changes in the cost-of-living index and are calculated according to a specific formula and usually at stated time intervals during the life of the collective agreement.

6000-6080 Technological change: As defined by The Trade Union Act, a technological change is the introduction of equipment, material or a work procedure not previously used in the workplace or the removal by an employer of part or all of the work, undertaking or business. The Act provides for 90 days' notice to the union if a significant number of employees are affected and for collective bargaining to commence. Employment security refers to wage or employment guarantees such as no reduction in hours or earnings or a graduated reduction in earnings.

6540 Annual sick leave: The number of days of paid sick leave credited each year as opposed to the number of days which can be used. Accumulation is usually on a monthly basis.

6580 Conversion of unused sick-leave credits: Employees are sometimes fully or partly compensated for unused credits in the form of cash or days off either annually or on separation of employment. In some cases, this compensation is part of the severance pay package.

6600 Extended medical benefits plans: These plans cover medical and hospital services not covered by the basic provincial medical/hospital plan.

Field

6680 Accidental death and disability plan: Covers the employee for death or disability due to an accident. The death benefits are often identical to the life insurance plan.

6720-6780 Long-term disability/income continuance plan: Provides a long-term income guarantee to employees who may be disabled permanently or for a long period of time. This plan often supplements a sick-leave plan or a sickness and accident weekly indemnity plan.

6800-6840 Sickness and accident weekly indemnity plan: This insurance plan often replaces a sick-leave plan and is often a "bridge" to a long-term disability plan.

6880 Early retirement: Some agreements provide for early retirement at the employee's option. Most clauses generally mention the effect on pension benefits.

6910 Mandatory retirement: Agreements may mention a compulsory retirement age, usually 65. However, most of these agreements allow employment extensions beyond retirement age on mutual agreement.

6960 Optical/drug plans: Most extended medical plans include prescription drug coverage. Some may include optical coverage. This provision includes both, whether covered by an extended medical plan or not.

7000-7009 Participation in health and welfare plans for part-time employees: Agreements are often unclear on this matter. Analysts therefore coded eligibility only if specifically mentioned or clearly implied. In some agreements, participation is optional or varies by type of part-time employee.

7520 Occupational health and safety committee: The Occupational Health and Safety Act provides for mandatory joint committees in establishments with 10 or more employees.

7730 Video-display terminal (VDT) clause: Agreements may include provisions to protect the health and safety of employees who work on VDTs. The clause usually mentions regular eye exams, rest periods and the temporary, optional transfer of pregnant employees to other duties.

7840 Workers' Compensation supplements: The employer supplements Workers' Compensation benefits, usually to full pay for employees injured on the job.

8000 Paid bereavement leave: The Labour Standards Act provides for five days' unpaid leave for bereavement in the immediate family if the employee has at least three consecutive months' service. Serious illness is often included.

Field

8020 Compassionate leave: Includes leave for personal or family emergencies other than bereavement.

8080 Leave for general union business: Includes short-term leaves for union meetings and conferences. Excludes grievance, safety and negotiating committee leaves.

8190 Paid parental/marriage leave: Paid leave for adoption, paternity and marriage leave is usually three days. Paid maternity leave includes supplements to Unemployment Insurance benefits.

8200,8220 Unpaid adoption and paternity leave: The Labour Standards Act provides for 6 weeks' unpaid leave after 12 months' service.

8240-8340 Maternity leave: The Labour Standards Act provides for 18 weeks' unpaid leave after 12 months' service. The employee must give four weeks' notice to start leave and two weeks' notice to return from leave and has reinstatement rights with seniority retained.

8400 Paid witness/jury duty leave: Employees are usually paid their regular salary while away on this leave. They are usually required to turn over the compensation received for jury duty to the employer, excluding reimbursement for expenses incurred.

8420 Personal health-care leave: Leave for doctor/dentist appointments etc.

8550 Other leaves of absence: "Other leaves not reported elsewhere" includes leave to vote, write exams and to apply for citizenship.

9220,9240 Clothing, uniforms, cleaning: According to The Labour Standards Act, employers in certain establishments who require their employees to wear uniforms or special clothing must provide them free of charge and absorb the cost of cleaning and repair. Excludes safety equipment and apparel.

9300 Subsistence allowance: Reimbursement to employees for expenses incurred while travelling on employer business.

9410 Equal pay: A policy that ensures pay equity regardless of sex. Some agreements also provide for pay equity regardless of age. Equal pay for equal work regardless of sex is provided for in The Labour Standards Act.

Affirmative Action Program: A program to increase the representation and advancement opportunities of women, native persons and/or handicapped persons in the workplace.

Job Sharing: The sharing of a full-time job, usually by two employees.

Field	
9440	Union/management committee: A committee that deals with general matters of mutual concern. The committee does not get involved in the grievance procedure or negotiations for agreements.

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Appendix C

List of Agreements Included in the Study

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Accommodation, Food and Beverage Service			
Cara Operations, Saskatoon	UFCW Local 1400	9	88/07/31
Regina's Westwater Inn	HERE Local 767	32	87/04/30
Rill Food Services, Regina/ Saskatoon	HERE Local 767	29	87/08/31
Sandman Inns, Regina	HERE Local 767	36	87/04/30
Swiss Chalet Restaurant, Regina	HERE Local 767	25	88/02/25
Business Service			
Sask Computer Utility Corp, Regina	ECWU Local 911	131	87/09/30
TAS Communications, Saskatoon	CWC	19	87/12/31
Communication and Other Utility			
Sask Power Corporation, Province-wide	IBEW Local 2067	1,293	88/12/31
Construction			
ASL Paving, Saskatoon	Roadbuilders Employees Assoc	177	88/02/28
Education Service			
Melfort SD #100	CUPE Local 2554	23	86/12/31
St Pauls RC SD #20, Saskatoon	CUPE Local 2268	155	86/12/31
Biggar SD #50	CUPE Local 2128	5	88/12/31
Hudson Bay SD #52	CUPE Local 3006	12	87/12/31
Moose Jaw SD #1	CUPE Local 55	106	86/12/31
North Battleford SD #103	CUPE Local 1660	25	87/12/31
Parkland Regional Library, Yorkton	CUPE Local 1904	17	86/12/31
Regina Public Library	CUPE Local 1594	112	87/12/31
Regina Public SD #4	Ofc Employees Union	51	86/12/31
Regina Public SD #4	ACTE Local 1733	103	86/12/31
Tisdale SD #53	CUPE Local 2016	16	87/12/31
University of Regina/Saskatchewan, Regina/Saskatoon	CUPE Local 1975	1,677	87/12/31
University of Regina	Faculty Assoc	385	89/06/30
University of Regina	Administrative Personnel Group	74	88/06/30
Wapiti Regional Library, Prince Albert	CUPE Local 1788	17	87/03/31
Wheatland Regional Library, Saskatoon	Employees Assoc	10	88/09/30

Employer/Location	Union	No. of Full-time Employees	Expiry Date
Finance and Insurance			
B & M Holdings, Saskatoon	SEIU Local 333	11	88/03/31
Sask Government Insurance, Province-wide	OPEIU Local 397	1,033	87/09/30
Saskatoon Credit Union	UFCW Local 1400	137	87/12/31
Government Service			
Board of Police Commissioners, Moose Jaw	Canadian Assoc of Policemen	55	87/12/31
City of Melfort	CUPE Local 777	26	88/12/31
City of Melville	CUPE Local 456	12	87/12/31
City of Moose Jaw	IAFF Local 553	44	87/12/31
City of North Battleford	IAFF Local 1756	12	87/12/31
City of Prince Albert	IAFF Local 510	50	86/12/31
City of Regina	CUPE Local 7	362	88/01/05
City of Regina	CUPE Local 21	559	88/01/05
City of Regina	IAFF Local 181	308	86/12/23
City of Regina	Regina Civic Mid-Mgt Assoc	119	88/01/05
City of Saskatoon	ATU Local 615	240	87/12/31
City of Swift Current	CUPE Local 183	69	88/12/31
Liquor Licensing Commission, Province-wide	SGEU	18	88/03/31
Town of Assiniboia	SEIU Local 299	8	87/12/31
Town of Biggar	CUPE Local 1151	14	88/12/31
Town of Maple Creek	CUPE Local 2714	10	87/12/31
Town of Meadow Lake	CUPE Local 2235	25	87/12/31
Town of Nipawin	CUPE Local 777	13	88/12/31
Town of Tisdale	CUPE Local 777	14	88/12/31
Health and Social Service			
Battlefords Ambulance Care	SEIU Local 333	12	87/07/31
Cathedral Area Co-op Daycare, Regina	SGEU	7	87/03/31
Canadian Red Cross Blood Transfusion Service, Regina	SEIU Local 299	11	87/12/31
Cheshire Homes, Saskatoon	SEIU Local 333	12	87/03/31
Extendicare Hs Inc, Province-wide	SEIU	181	87/12/31
Gardiner Park Childcare Inc, Regina	SEIU Local 299	5	87/12/31
Moose Jaw Women's Transition Assoc	SGEU	6	87/03/31
Palliser Regional Care Centre, Swift Current	SEIU Local 336	110	87/12/31
Parkridge Centre, Saskatoon	SEIU Local 333	58	87/12/31
Regina Day Care Co-op	CUPE Local 1902	8	86/12/31
Regina General Hospital (SHCA)	CUPE Local 176	820	87/12/31
Regina Transition Womens Society	SGEU	7	87/03/31

Employer/Location	Union	No. of Full-time Employees	Expiry Date
Health and Social Service (continued)			
Sask Association of Special Care Homes, Province-wide	CUPE	717	87/12/31
Sask Health Care Association, Province-wide	SEIU	2,725	87/12/31
Sask Health Care Association, Province-wide	SUN	3,300	87/12/31
Sask Health Care Association-Tech, Saskatoon	Health Sciences Assoc of Sask	128	87/12/31
Sask Health Care Association-Special Care, 8 locations	SEIU	342	87/12/31
Saskatoon Crisis Intervention Service	SGEU	23	87/03/31
Souris Valley Regional Care Centre, Weyburn	CUPE Local 600-1	437	87/09/30
St Anthony's Home, Moose Jaw	SUN Local 124	6	87/12/31
Thunder Creek Rehabilitation Association, Moose Jaw	SGEU	5	88/03/31
Twenty-four Hour Childcare Co-op, Regina	SGEU	11	87/06/30
University Co-op Day Care Board, Regina	CUPE Local 1902	7	88/04/30
University Hospital Board, Saskatoon	CUPE Local 600	13	87/09/30
Wascana Day Care Co-op, Regina	CUPE Local 1902	6	88/09/30
Manufacturing			
Advance Engineered Products, Regina	Employees Assoc	27	88/10/31
Allied Printing Trades Council, Regina	GCIU Local 560	87	89/02/14
Beverage Central Ltd, Saskatoon	RWDSU Local 480	27	89/12/31
Canada Concrete, Saskatoon	Teamsters Local 395	12	88/12/31
Claude Neon Ltd, Regina/Saskatoon	PAT Local 1996	13	90/04/30
Con-Force Structures Ltd, Regina	CJA Local 1867	46	89/09/30
Consumers Co-op Refineries, Regina	ECWU Local 594	250	88/01/31
CSP Foods, Nipawin	UFCW Local 234P	65	88/07/31
Develcon Electronics, Saskatoon	USWA	20	88/01/31
DRG Globe Envelopes, Regina	CPU Local 878	8	89/03/09
Empire Meat Packers, Saskatoon	UFCW Local 332-1	35	88/07/30
Estevan Brick	ABGWI Local 231	32	89/05/31
Federated Co-op Feed Plant, Melfort	RWDSU	8	87/10/31
Gainers Inc, Regina	UFCW Local 234P	5	88/01/02
General Automotive Supply, Saskatoon	USWA Local 4235	7	87/12/31
Genstar Cement-Ofc Staff, Regina	CLGW Local 367	7	87/12/31
Industrial Corrosion Control, Saskatoon	PAT Local 1996	10	89/02/28
Intercontinental Packers, Saskatoon	UFCW Local 248P	834	88/03/31
Intercontinental Packers-Ofc, Saskatoon	UFCW Local 248P	25	88/03/31

Employer/Location	Union	No. of Full-time Employees	Expiry Date
Manufacturing (continued)			
Isman Hide & Leather, Regina	UFCW Local 226	7	88/04/30
Labatt's Sask Brewery, Saskatoon	UFCW Local 271-W	61	88/03/31
Leon's Manufacturing, Yorkton	RWDSU Local 955	60	88/05/31
MacMillan Bloedel, Hudson Bay	IWA Local 1-184	120	89/03/31
McGavin Foods, Province-wide	BCTW Local 389	234	88/03/15
McIntosh Publishing, North Battleford	GCIU Local 206	17	87/03/31
Meadow Lake Sawmill Co	IWA Local 1-184	56	89/04/30
Midwest Litho, Saskatoon	GCIU Local 515	6	88/05/15
Molson Sask Brewery, Regina	BFCSD Local 318	65	88/03/31
Moose Jaw Packers (1974) Ltd	RWDSU Local 455	16	88/04/30
Morris Rod Weeder, Yorkton	RWDSU Local 955	81	88/11/30
NDP Sask and Service Printing, Regina	OPEIU Local 397	7	88/03/31
Palm Dairies, Saskatoon	UFCW Local 241-2	48	88/03/31
Plains Poultry, Wynyard	RWDSU Local 955	140	89/01/31
Prairie Malt, Biggar	BFCSD Local 270	40	89/09/17
Prince Albert Daily Herald	ITU Local 705	8	88/11/30
Prince Albert Pulp Co, Saskatoon	ECWU Local 609	77	88/09/30
Procor Ltd, Regina	Employees Union	18	88/02/01
Redi-Mix Concrete Plant, Saskatoon	Teamsters Local 395	20	88/12/31
Redi-Mix Concrete Plant, Regina	Teamsters Local 395	15	88/12/31
R L Cushing Millwork, Moose Jaw	IWA Local 1-184	18	88/03/31
Sask Brewers Association, Province-wide	BFCSD Local 340	75	88/03/31
Sask Forest Products Corp, Province-wide	IWA Local 1-184	300	89/03/31
Shelter Industries, Estevan	IWA Local 1-184	80	87/12/31
Signal Industries, Regina	RWDSU Local 568	21	88/06/30
Swift Current Bottlers	RWDSU Local 950	16	88/12/31
Trail-Rite Flatdecks, Tisdale	Employees Assoc	24	88/03/31
Wescott Fashions, Saskatoon	UGW Local 481	97	87/12/14
Western Automotive Rebuilders, Saskatoon	RWDSU Local 480	69	87/11/30
Mining			
Domtar Inc. Sifto Plant, Unity	ECWU Local 677	80	89/04/15
Int'l Minerals and Chemical Corp, Esterhazy	ECWU Local 892	798	90/01/31
Millar Western Industries, Landis	ECWU Local 682	22	89/04/30
Potash Corp of Sask, Lanigan	ECWU Local 922	261	89/01/31
Potash Corp of Sask, Saskatoon	USWA Local 7458	225	89/04/30
Potash Corp of Sask, Rocanville	Employees Assoc	312	89/06/30
Sask Minerals, Chaplin	ECWU Local 678	106	89/04/30

Employer/Location	Union	No. of Full-time Employees	Expiry Date
Other Service			
National Farmer's Union, Saskatoon	UFCW Local 1400	9	88/04/30
NDP Caucus Office, Regina	OPEIU Local 397	7	89/03/31
Royal Canadian Legion Branch #1, Regina	RWDSU Local 454	11	88/02/29
Sask Centre of the Arts, Regina	SGEU	13	87/08/31
Saskatoon Labour Building Assoc	CUPE Local 1743	5	88/12/31
YWCA, Saskatoon	SEIU Local 333	7	87/12/31
Retail Trade			
Canada Safeway, Regina/Saskatoon	RWDSU Local 454/480	428	87/06/06
Gov't of Sask-Liquor Board, Province-wide	SGEU	168	88/03/26
Hudson Bay Co-op	IWA Local 1-184	10	87/10/31
OK Economy, Prince Albert	RWDSU Local 496	17	88/01/16
Regina Motor Products	CBRT	38	87/12/31
Weyburn Co-op Association	RWDSU Local 635	69	88/01/31
Yorkton Co-op Association	RWDSU	16	88/04/30
Transportation and Storage			
CGTX Inc, Moose Jaw	ECWU Local 595	18	88/07/08
Great Plains Transportation, Saskatoon	CUPE Local 832-02	31	87/12/31
Sask Abilities Council, Regina	Employees Union	26	87/12/31
Wholesale Trade			
Acklands, Yorkton	UFCW Local 1400	6	87//10/31
Codville Company, Saskatoon	RWDSU Local 454/480	49	87/06/27
Fort Garry Industries, Regina	Teamsters Local 395	6	88/07/01
Regina News	RWDSU Local 568	24	87/09/30
Russelsteel, Saskatoon	BSOIW Local 838	11	89/08/31
Scott National, Prince Albert	RWDSU	8	87/08/15
Westcan Int'l Trucks, Regina	PAT Local 1960	18	86/10/31
Westfair Foods, Yorkton	CDU Local 5	17	88/12/02
Westfair Foods, Regina	RWDSU Local 454	47	87/07/31